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ANNUAL

STATISTICAL REPORT

PUBLIC SCHOOL

CERTIFIED PERSONNEL

AND

EMPLOYEES IN NONCERTIFIED POSITIONS

1988-89

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STATE SUPERINTENDENT OF PUBLIC INSTRUCTION

BOISE, IDAHO

S2225-3-U

ANNUAL

STATISTICAL REPORT

Prepared by:

STATE OF IDAHO

DEPARTMENT OF EDUCATION

FINANCE DIVISION

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INTRODUCTION

PURPOSE -- This statistical report is designed to provide citizens who affect public education in Idaho -- elected officials, professional educators, and the general public -- with some information upon which decisions about educational policy may be based.

SOURCE OF INFORMATION -- This report is based on personnel information submitted by each school district in the fall of 1988. Salary information for both certified and noncertified staff was supplied for the 1988-89 school year.

GROUPINGS OF SCHOOL DISTRICTS BY STUDENT MEMBERSHIP -- In many places in this report statistics are reported for school districts grouped according to their student membership. This information was obtained from the enrollment reports submitted by school districts as of September 30, 1988. District membership is defined as the total student enrollment less the total student withdrawal as of the above date. The five membership groups are: Districts with over 5,000 students, Districts with 2,500 - 4,999 students, Districts with 1,000 - 2,499 students, Districts with 500 - 999 students, and Districts with 1 - 499 students. See Page 2 of this report for a list of the school districts within each enrollment category.

CLASSIFICATION OF PERSONNEL

In any table in the certified employee section of this report each employee is counted once. Certified employees who were reported by the school districts as performing two or more activities have been counted in the activity that appears highest on the list of the 22 job classifications. For example, a person employed as both a teacher and a counselor will be counted as a teacher because this activity appears highest on the list of job classifications.

Noncertified employees who are engaged in two or more activities have been counted as one employee in each job classification that is performed. Hence, the "actual" noncertified employee count is not a head count of total employees, but rather a count of the number of employees who perform each activity.

An employee who is engaged in both certified and noncertified activities has been counted once as a certified employee and once as a noncertified employee. For example, a teacher who also drives a school bus has been counted as a teacher in the certified section and as a vehicle operator in the noncertified section.

CERTIFIED JOB CLASSIFICATIONS AND ACTIVITY GROUPINGS

Activities of certified employees are grouped into 22 basic classifications. These classifications, the abbreviations used in the statistical tables, and, in some cases, definitions of the classifications are listed below:

1. Superintendent
2. Assistant Superintendent
3. Director -- Administrator of a district-wide educational program.
4. Supervisor/Coordinator -- Supv./Coord. -- Educator with responsibility for teachers or courses in a specified subject or service area.
5. Consultant/Specialist -- Cons./Spec. -- Educator employed and qualified to provide educational advice and service in a school district.
6. Elementary Principal
7. Secondary Principal
8. Assistant Principal
9. Elementary Teacher -- Certified teacher who works with students in grades K-6.
10. Secondary Teacher -- Certified teacher who works with students in grades 7-12.
11. Librarian
12. Counselor
13. School Psychologist
14. Psychological Examiner
15. School Nurse
16. School Social Worker
17. Speech and Hearing Therapist -- Sp./H. Therapist
18. Head Teacher
19. Dean of Boys/Dean of Girls
20. Business Manager
21. Intern (Teacher/Administrator)
22. Media Generalist

For clarity of tabular presentation, these 22 classifications are sometimes consolidated into the activity groupings listed below:

11 ACTIVITY CLASSIFICATIONS GROUP	4 ACTIVITY CLASSIFICATIONS GROUP
1. Superintendents	1. District Administration Superintendents Assistant Superintendents Directors Supervisors/Coordinators Consultants/Specialists Business Managers
2. Other Dist. Admin. Assistant Superintendents Directors Business Managers	
3. Cur./Prog. Services Supervisors/Coordinators Consultants/Specialists	
4. Elem. Principals Elementary Principals Head Teachers	2. School Administration Elementary Principals Head Teachers Secondary Principals Assistant Principals
5. Sec. Principals	
6. Asst. Principals	
7. Media Services Librarians Media Generalists	3. Student Services Librarians Media Generalists Counselors Psychological Examiners School Nurses School Social Workers Sp./H. Therapists Deans
8. Guid. Services Counselors School Psychologists Psychological Examiners School Social Workers Deans	
9. Health Services School Nurses Speech & Hearing Therapists	4. Instructional Services Elementary Teachers Secondary Teachers
10. Elem. Teachers	
11. Sec. Teachers	

NOTE: Interns have been excluded from all of the above groups.

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SCHOOL

DISTRICT

MEMBERSHIP

GROUPS

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SCHOOL DISTRICT MEMBERSHIP GROUPS

The following table lists the 5 membership groups with districts listed in sequence by membership size. In addition, the number of full-time equivalent teachers and the student/teacher (FTE) ratio is shown for each district.

The ratios are computed on the basis of the September 30th student membership (i.e. enrollment with withdrawals deducted). On this basis the statewide student membership is 212,545 pupils. Enrollment for the same period without deductions of withdrawals is 214,615 pupils. The count of teachers used in computing these ratios are full-time equivalence (FTE) counts (i.e., the percentage of full-time worked by each employee). It should be noted that all teachers are counted including special education and resource room teachers.

RANK (a)	DISTRICT NUMBER (b)	DISTRICT NAME (c)	SEPTEMBER 30, 1988 ENROLLMENT (d)	SEPTEMBER 30, 1988 MEMBERSHIP (e)	NUMBER OF TEACHERS (FTE) (f)	STUDENT TEACHER RATIO e/f (g)
		DISTRICTS WITH OVER 5000 STUDENTS				
1	1	BOISE	22,516	22,324	1,088.3	20.5
2	2	MERIDIAN	14,000	13,952	646.0	21.6
3	25	POCATELLO	13,449	13,374	605.8	22.1
4	91	IDAHO FALLS	9,526	9,510	421.7	22.6
5	131	NAMPA	7,618	7,611	379.5	20.1
6	93	BONNEVILLE	7,349	7,284	331.7	22.0
7	271	COEUR D'ALENE	6,879	6,751	318.5	21.2
8	411	TWIN FALLS	7,097	6,722	308.1	21.8
9	82	BONNER CO.	5,243	5,176	259.1	20.0
10	151	CASSIA CO.	5,197	5,141	242.9	21.2
11	331	MINIDOKA CO.	5,082	5,013	237.9	21.1
11 DISTRICTS		TOTAL	103,956	102,858	4839.5	21.3
		DISTRICTS WITH 2,500 - 4,999 STUDENTS				
12	340	LEWISTON	4,661	4,596	223.9	20.5
13	55	BLACKFOOT	4,524	4,460	211.6	21.1
14	321	MADISON	4,271	4,266	176.3	24.2
15	132	CALDWELL	4,278	4,228	209.0	20.2
16	251	JEFFERSON CO.	3,797	3,793	162.5	23.3
17	193	MOUNTAIN HOME	3,651	3,571	192.0	18.6
18	273	POST FALLS	3,119	3,083	148.2	20.8
19	261	JEROME	2,788	2,772	121.1	22.9
20	215	FREMONT	2,696	2,692	121.6	22.1
21	281	MOSCOW	2,692	2,661	146.3	18.2
10 DISTRICTS		TOTAL	36,477	36,122	1712.5	21.1
		DISTRICTS WITH 1,000 - 2,499 STUDENTS				
22	60	SHELLEY	2,378	2,384	96.2	24.8
23	52	SNAKE RIVER	2,334	2,321	107.9	21.5
24	221	EMMETT	2,305	2,290	104.0	22.0
25	139	VALLIVUE	2,334	2,286	109.0	21.0
26	272	LAKELAND	2,325	2,271	99.9	22.7
27	61	BLAINE CO.	2,227	2,216	124.5	17.8
28	201	PRESTON	2,201	2,157	94.3	22.9
29	3	KUNA	2,068	2,068	97.1	21.3
30	241	GRANGEVILLE	1,961	1,946	108.6	17.9
31	391	KELLOGG	1,805	1,782	104.7	17.0
32	171	OROFINO	1,770	1,746	101.5	17.2
33	101	BOUNDARY CO.	1,674	1,674	79.5	21.1
34	21	MARSH VALLEY	1,676	1,667	81.6	20.4
35	33	BEAR LAKE	1,661	1,658	73.8	22.5
36	134	MIDDLETON	1,665	1,653	83.0	19.9
37	381	AMERICAN FALLS	1,635	1,617	86.0	18.8
38	371	PAYETTE	1,614	1,571	74.2	21.2
39	412	BUHL	1,586	1,551	72.5	21.4
40	431	WEISER	1,526	1,509	73.8	20.4
41	322	SUGAR-SALEM	1,456	1,442	62.3	23.1
42	41	ST. MARIES	1,318	1,318	66.7	19.8
43	291	SALMON	1,287	1,280	64.4	19.9
44	150	SODA SPRINGS	1,258	1,253	54.1	23.2
45	413	FILER	1,105	1,100	55.6	19.8
46	231	GOODING	1,083	1,068	56.4	18.9
47	373	FRUITLAND	1,078	1,064	57.5	18.5
48	414	KIMBERLY	1,062	1,063	53.2	20.0
49	59	FIRTH	1,007	1,008	45.0	22.4
28 DISTRICTS		TOTAL	47,399	46,963	2,287.3	20.5

RANK (a)	DISTRICT NUMBER (b)	DISTRICT NAME (c)	SEPTEMBER 30, 1988 ENROLLMENT (d)	SEPTEMBER 30, 1988 MEMBERSHIP (e)	NUMBER OF TEACHERS (FTE) (f)	STUDENT TEACHER RATIO e/f (g)
		DISTRICTS WITH 500 - 999 STUDENTS				
50	370	HOMEDALE	1,006	989	51.7	19.1
51	351	ONEIDA	978	980	49.1	20.0
52	421	McCALL	980	968	55.5	17.4
53	137	PARMA	929	916	50.9	18.0
54	232	WENDELL	917	914	44.5	20.5
55	393	WALLACE	847	849	59.5	14.3
56	401	TETON CO.	848	840	42.8	19.6
57	372	NEW PLYMOUTH	820	811	42.0	19.3
58	58	ABERDEEN	778	774	42.4	18.3
59	111	ARCO	748	743	36.5	20.4
60	253	W. JEFFERSON	736	732	33.3	22.0
61	148	GRACE	727	724	35.0	20.7
62	181	CHALLIS	672	667	36.2	18.4
63	252	RIRIE	656	662	28.0	23.6
64	284	WHITEPINE	657	651	47.0	13.9
65	363	MARSING	662	635	33.2	19.1
66	192	GLENNS FERRY	626	626	35.6	17.6
67	285	POTLATCH	596	594	35.4	16.8
68	304	KAMIAH	587	578	31.9	18.1
69	341	LAPWAI	561	566	35.1	16.1
70	202	WEST SIDE	565	565	27.2	20.8
71	262	VALLEY	556	552	32.0	17.3
72	365	BRUNEAU-GRAND VIEW	533	524	31.1	16.8
73	136	MELBA	529	521	30.5	17.1
24 DISTRICTS		TOTAL	17,514	17,381	946.4	18.4
		DISTRICTS WITH 1 - 499 STUDENTS				
74	133	WILDER	497	477	28.7	16.6
75	242	COTTONWOOD	474	473	28.6	16.5
76	13	COUNCIL	404	404	23.5	17.2
77	42	W. BENEWAH	389	389	25.9	15.0
78	312	SHOSHONE	392	383	24.1	15.9
79	415	HANSEN	336	336	21.0	16.0
80	135	NOTUS	335	334	20.9	16.0
81	233	HAGERMAN	322	321	19.6	16.4
82	282	GENESEE	317	317	20.1	15.8
83	182	MACKAY	314	316	20.6	15.3
84	422	CASCADE	309	306	18.0	17.0
85	305	HIGHLAND	305	302	17.8	17.0
86	283	KENDRICK	301	299	20.7	14.4
87	343	TAMMANY	289	291	12.7	22.9
88	417	CASTLEFORD	293	289	19.6	14.7
89	432	CAMBRIDGE	284	284	20.1	14.1
90	418	MURTAUGH	286	281	18.0	15.6
91	274	KOOTENAI	264	264	20.1	13.1
92	149	NORTH GEM	240	244	17.7	13.8
93	392	MULLAN	223	217	19.5	11.1
94	71	GARDEN VALLEY	216	211	15.2	13.9
95	11	MEADOWS VALLEY	202	204	15.5	13.2
96	382	ROCKLAND	183	186	15.2	12.2
97	316	RICHFIELD	184	184	18.0	10.2
98	73	HORSESHOE BEND	179	180	13.0	13.8
99	234	BLISS	178	174	11.9	14.6
100	72	BASIN	170	170	10.6	16.0
101	121	CAMAS CO.	161	161	13.5	11.9
102	342	CULDESAC	157	156	11.5	13.6
103	314	DIETRICH	151	151	13.0	11.6
104	161	CLARK CO.	148	148	12.5	11.8
105	302	NEZPERCE	143	143	16.2	8.8
106	275	WORLEY	134	133	14.0	9.5
107	292	SO. LEMHI	115	114	11.3	10.1
108	92	SWAN VALLEY	107	107	3.0	35.7
109	433	MIDVALE	83	82	11.0	7.5
110	394	AVERY	74	74	5.0	14.8
111	364	PLEASANT VALLEY	42	43	2.0	21.5
112	172	ELK RIVER	26	27	5.4	5.0
113	383	ARBON ELEM.	22	23	2.0	11.5
114	191	PRAIRIE	12	15	1.0	15.0
115	416	THREE CREEK	8	8	1.0	8.0
42 DISTRICTS		TOTAL	9,269	9,221	639.0	14.4
115 DISTRICTS		TOTALS	214,615	212,545	10,424.7	20.4

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CERTIFIED

STAFF

TABLES

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NUMBER AND PERCENTAGE OF CERTIFIED EMPLOYEES

*** STATEWIDE SUMMARY ***

ACTIVITY	FTE EMPLOYEE TOTAL (a)	ACTUAL EMPLOYEE TOTAL (b)	ACTUAL NUMBER MEN (c)	ACTUAL NUMBER WOMEN (d)	% MEN IN ACTIVITY (c)/(b) (e)	% WOMEN IN ACTIVITY (d)/(b) (f)	% CERT. EMPLOYEES (b)/Total Cert.Staff (g)
DISTRICT ADMINISTRATION							
Superintendent	106.9	109	107	2	98.17%	1.83%	0.88%
Asst. Superintendent	24.9	25	21	4	84.00%	16.00%	0.20%
Director	60.9	69	54	15	78.26%	21.74%	0.56%
Supervisor/Coordinator	59.7	60	34	26	56.67%	43.33%	0.49%
Consultant/Specialist	42.3	47	15	32	31.91%	68.09%	0.38%
Business Manager	8.0	8	8	0	100.00%	0.00%	0.06%
TOTAL	302.7	318	239	79	1.94%	0.64%	2.58%
SCHOOL ADMINISTRATION							
Elem. Principals	253.4	254	177	77	69.69%	30.31%	2.06%
Head Teachers	9.0	9	2	7	22.22%	77.78%	0.07%
Sec. Principals	170.0	170	162	8	95.29%	4.71%	1.38%
Asst. Principals	100.0	100	83	17	83.00%	17.00%	0.81%
TOTAL	532.4	533	424	109	3.44%	0.88%	4.32%
STUDENT SERVICES							
Librarians	117.4	119	20	99	16.81%	83.19%	0.97%
Media Generalists	56.9	59	12	47	20.34%	79.66%	0.48%
Counselors	247.1	256	140	116	54.69%	45.31%	2.08%
School Psychologists	87.7	95	54	41	56.84%	43.16%	0.77%
Psych. Examiners	2.6	4	1	3	25.00%	75.00%	0.03%
School Nurses	42.4	44	0	44	0.00%	100.00%	0.36%
School Social Workers	30.5	33	13	20	39.39%	60.61%	0.27%
Sp./H Therapists	110.5	125	13	112	10.40%	89.60%	1.01%
Deans	1.0	1	1	0	100.00%	0.00%	0.01%
TOTAL	696.1	736	254	482	2.06%	3.91%	5.97%
INSTRUCTIONAL SERVICES							
Elementary Teachers	5,549.1	5,705	757	4,948	13.27%	86.73%	46.27%
Secondary Teachers	4,875.6	5,033	2,726	2,307	54.16%	45.84%	40.82%
TOTAL	10,424.7	10,738	3,483	7,255	28.25%	58.84%	87.09%
OTHER SERVICES							
Interns	5.0	5	1	4	0.01%	0.03%	0.04%
TOTALS - CERTIFIED STAFF	11,960.9	12,330	4,401	7,929	35.69%	64.31%	100.00%

NUMBER AND PERCENTAGE OF CERTIFIED EMPLOYEES
FOR
11 ACTIVITY CLASSIFICATIONS IN FIVE MEMBERSHIP GROUPS

ACTIVITY CLASSIFICATIONS	STATEWIDE (115 DISTRICTS)			DISTRICT WITH 5000 + STUDENTS (11 DISTRICTS)			DISTRICT WITH 2500-4900 STUDENTS (10 DISTRICTS)		
	F.T.E.	#STAFF IN ACTIVITY CLASSIF.	% OF CERT. STAFF	F.T.E.	#STAFF IN ACTIVITY CLASSIF.	% OF CERT. STAFF	F.T.E.	#STAFF IN ACTIVITY CLASSIF.	% OF CERT. STAFF
11 ACTIVITIES **									
SUPERINTENDENT	106.9	109	0.88%	11.0	11	0.09%	10.0	10	0.08%
OTHER DIST.ADMIN.	93.8	102	0.83%	44.9	45	0.37%	24.0	24	0.20%
CUR/PROG SERVICES	102.0	107	0.87%	73.7	74	0.60%	18.3	19	0.15%
PRINCIPAL - ELEM.	262.4	263	2.13%	122.0	122	0.99%	48.6	49	0.40%
PRINCIPAL - SEC.	170.0	170	1.38%	53.0	53	0.43%	23.0	23	0.19%
PRINCIPAL - ASST.	100.0	100	0.81%	67.0	67	0.54%	18.0	18	0.15%
MEDIA SERVICES	174.3	178	1.44%	55.0	57	0.46%	27.0	27	0.22%
GUID. SERVICES	368.9	389	3.16%	180.0	185	1.50%	63.8	67	0.54%
HEALTH SERVICES	152.9	169	1.37%	86.2	89	0.72%	21.6	23	0.19%
TEACHER - ELEM.	5,549.1	5,705	46.29%	2,624.5	2,698	21.89%	909.8	937	7.60%
TEACHER - SEC.	4,875.6	5,033	40.84%	2,215.0	2,262	18.35%	802.7	821	6.66%
TOTAL	11,955.9	12,325	100.00%	5,532.3	5,663	45.94%	1,966.8	2,018	16.38%

ACTIVITY CLASSIFICATIONS	DISTRICT WITH 1000-2499 STUDENTS (28 DISTRICTS)			DISTRICT WITH 500-999 STUDENTS (24 DISTRICTS)			DISTRICT WITH 1-499 STUDENTS (42 DISTRICTS)		
	F.T.E.	#STAFF IN ACTIVITY CLASSIF.	% OF CERT. STAFF	F.T.E.	#STAFF IN ACTIVITY CLASSIF.	% OF CERT. STAFF	F.T.E.	#STAFF IN ACTIVITY CLASSIF.	% OF CERT. STAFF
11 ACTIVITIES **									
SUPERINTENDENT	28.0	28	0.23%	23.2	24	0.20%	34.7	36	0.29%
OTHER DIST.ADMIN.	16.0	16	0.13%	6.1	11	0.09%	2.8	6	0.05%
CUR/PROG SERVICES	7.0	7	0.06%	2.6	5	0.04%	0.4	2	0.02%
PRINCIPAL - ELEM.	56.8	57	0.46%	22.0	22	0.18%	13.0	13	0.11%
PRINCIPAL - SEC.	52.0	52	0.42%	27.0	27	0.22%	15.0	15	0.12%
PRINCIPAL - ASST.	14.0	14	0.11%	1.0	1	0.01%	0.0	0	0.00%
MEDIA SERVICES	50.6	51	0.41%	20.9	21	0.17%	20.8	22	0.18%
GUID. SERVICES	83.4	88	0.71%	27.5	30	0.24%	14.2	19	0.15%
HEALTH SERVICES	32.1	37	0.30%	9.0	12	0.10%	4.0	8	0.06%
TEACHER - ELEM.	1,212.9	1,238	10.05%	483.1	498	4.04%	318.8	334	2.71%
TEACHER - SEC.	1,074.4	1,106	8.97%	463.3	497	4.03%	320.2	347	2.82%
TOTAL	2,627.2	2,694	21.85%	1,085.7	1,148	9.32%	743.9	802	6.51%

NOTE: The "% OF CERT. STAFF" is calculated by dividing the "#STAFF IN ACTIVITY CLASSIF." by 12,325, the statewide total number of staff.

** The 11 Activity Classifications group does not include Interns.

CERTIFIED STAFF SALARIES

*** STATEWIDE SUMMARY ***

F.T.E. AVERAGE SALARY

ACTIVITY	FTE EMPLOYEE TOTAL (a)	ACTUAL EMPLOYEE TOTAL (b)	TOTAL BASE SALARIES * (c)	F.T.E. AVERAGE SALARY (c)/(a) (d)
DISTRICT ADMINISTRATION				
Superintendent	106.9	109	$4,721,854	$44,171
Asst. Superintendent	24.9	25	1,144,017	45,944
Director	60.9	69	2,364,399	38,824
Supervisor/Coordinator	59.7	60	2,077,040	34,791
Consultant/Specialist	42.3	47	1,254,927	29,667
Business Manager	8.0	8	321,527	40,191
TOTAL	302.7	318	$11,883,764	$39,259
SCHOOL ADMINISTRATION				
Elem. Principals	253.4	254	8,972,586	35,409
Head Teachers	9.0	9	218,543	24,283
Sec. Principals	170.0	170	6,255,766	36,799
Asst. Principals	100.0	100	3,540,038	35,400
TOTAL	532.4	533	$18,986,933	$35,663
STUDENT SERVICES				
Librarians	117.4	119	2,817,316	23,998
Media Generalists	56.9	59	1,334,863	23,460
Counselors	247.1	256	6,899,099	27,920
School Psychologists	87.7	95	2,555,481	29,139
Psych. Examiners	2.6	4	59,259	22,792
School Nurses	42.4	44	907,707	21,408
School Social Workers	30.5	33	765,250	25,090
Sp./H Therapists	110.5	125	2,718,057	24,598
Deans	1.0	1	39,659	39,659
TOTAL	696.1	736	$18,096,691	$25,997
INSTRUCTIONAL SERVICES				
Elementary Teachers	5,549.1	5,705	123,723,840	22,296
Secondary Teachers	4,875.6	5,033	113,253,723	23,229
TOTAL	10,424.7	10,738	$236,977,563	$22,732
OTHER SERVICES				
Interns	5.0	5	159,786	31,957
TOTALS - CERTIFIED STAFF	11,960.9	12,330	$286,104,737	$23,920

* Base salary excludes extra pay.

CERTIFIED STAFF SALARIES

*** STATEWIDE SUMMARY ***

Average Salary Based on Actual Employee Count

ACTIVITY CLASSIFICATIONS	TOTAL SALARY	ACTUAL # MEN	ACTUAL # WOMEN	AVERAGE BASE SALARY			AVERAGE EXTRA PAY		AVERAGE SALARY + EXTRA PAY		
				ALL	MEN	WOMEN	MEN *	WOMEN *	ALL	MEN	WOMEN
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(l)
22 ACTIVITIES											
Superintendent	$4,773,932	107	2	$43,320	$43,218	$48,750	$3,255	$0	$43,798	$43,705	$48,750
Asst. Supt.	1,144,666	21	4	45,761	45,631	46,441	325	0	45,787	45,662	46,441
Director	2,408,481	54	15	34,267	34,602	33,061	3,161	5,023	34,906	34,953	34,735
Supv./Coord.	2,094,678	34	26	34,617	37,516	30,826	315	2,475	34,911	37,526	31,493
Cons./Spec.	1,274,198	15	32	26,701	32,997	23,749	3,544	1,274	27,111	33,942	23,908
Elem. Principals	9,133,739	177	77	35,325	35,355	35,257	3,670	2,426	35,960	36,060	35,730
Sec. Principals	6,414,539	162	8	36,799	36,674	39,322	3,925	1,780	37,733	37,643	39,545
Asst. Principals	3,579,348	83	17	35,400	35,644	34,211	2,065	2,103	35,793	36,067	34,459
Elem. Teachers	124,849,095	757	4,948	21,687	23,082	21,473	1,630	1,313	21,884	23,645	21,615
Sec. Teachers	118,595,446	2,726	2,307	22,502	23,356	21,494	2,316	1,481	23,564	24,829	22,068
Librarians	2,873,884	20	99	23,675	25,290	23,349	1,039	1,340	24,150	25,706	23,836
Counselors	7,191,043	140	116	26,950	27,807	25,914	2,370	1,437	28,090	29,297	26,633
Sch. Psychologist	2,658,741	54	41	26,900	29,014	24,116	3,336	2,075	27,987	30,311	24,925
Psych. Examiner	63,349	1	3	14,815	11,133	16,042	0	4,090	15,837	11,133	17,405
School Nurse	908,590	0	44	20,630	0	20,630	0	883	20,650	0	20,650
Sch.Social Worker	778,044	13	20	23,189	27,428	20,434	1,365	2,175	23,577	27,743	20,869
Sp./H Therapist	2,778,008	13	112	21,744	26,685	21,171	2,224	1,137	22,224	27,711	21,587
Head Teacher	226,547	2	7	24,283	25,633	23,897	1,939	825	25,172	27,572	24,486
Dean Boys/Girls	39,659	1	0	39,659	39,659	0	0	0	39,659	39,659	0
Business Manager	321,527	8	0	40,191	40,191	0	0	0	40,191	40,191	0
Interns	159,786	1	4	31,957	32,643	31,786	0	0	31,957	32,643	31,786
Media Generalists	1,350,212	12	47	22,625	26,045	21,751	1,199	784	22,885	26,345	22,002
TOTALS	$293,617,512	4,401	7,929								
11 ACTIVITIES **											
Superintendent	$4,773,932	107	2	$43,320	$43,218	$48,750	$3,255	$0	$43,798	$43,705	$48,750
Other Dist.Admin.	3,874,674	83	19	37,548	37,931	35,878	2,452	5,023	37,987	38,167	37,200
Cur/Prog Services	3,368,876	49	58	31,140	36,133	26,922	2,898	2,038	31,485	36,429	27,308
Elem. Principals	9,360,286	179	84	34,947	35,246	34,311	3,573	2,026	35,590	35,965	34,793
Sec. Principals	6,414,539	162	8	36,799	36,674	39,322	3,925	1,780	37,733	37,643	39,545
Asst. Principals	3,579,348	83	17	35,400	35,644	34,211	2,065	2,103	35,793	36,067	34,459
Media Services	4,224,096	32	146	23,327	25,573	22,834	1,083	1,177	23,731	25,946	23,245
Guid. Services	10,730,836	209	180	26,526	28,072	24,731	2,525	1,637	27,586	29,425	25,450
Health Services	3,686,598	13	156	21,454	26,685	21,018	2,224	1,131	21,814	27,711	21,323
Elem. Teachers	124,849,095	757	4,948	21,687	23,082	21,473	1,630	1,313	21,884	23,645	21,615
Sec. Teachers	118,595,446	2,726	2,307	22,502	23,356	21,494	2,316	1,481	23,564	24,829	22,068
4 ACTIVITIES **											
District Admin.	$12,017,482	239	79	$37,370	$39,929	$29,628	$2,972	$2,971	$37,791	$40,290	$30,230
School Admin.	19,354,173	424	109	35,623	35,869	34,663	3,449	2,022	36,312	36,626	35,090
Student Services	18,641,530	254	482	24,588	27,687	22,955	2,388	1,377	25,328	28,899	23,446
Instruct.Services	243,444,541	3,483	7,255	22,069	23,296	21,480	2,227	1,418	22,671	24,572	21,759

* Average Extra Pay is calculated in each category by dividing the total extra pay received by the number of personnel receiving extra pay.

** The 11 Activity and 4 Activity Classifications do not include Interns.

CERTIFIED STAFF SALARIES

SCHOOL DISTRICTS WITH MEMBERSHIP OF 5,000 OR MORE STUDENTS (11 DISTRICTS)

Average Salary Based on Actual Employee Count

ACTIVITY CLASSIFICATIONS (a)	TOTAL SALARY (b)	ACTUAL # MEN (c)	ACTUAL # WOMEN (d)	AVERAGE BASE SALARY ALL (e)	AVERAGE BASE SALARY MEN (f)	AVERAGE BASE SALARY WOMEN (g)	AVERAGE EXTRA PAY MEN * (h)	AVERAGE EXTRA PAY WOMEN * (i)	AVERAGE SALARY + EXTRA PAY ALL (j)	AVERAGE SALARY + EXTRA PAY MEN (k)	AVERAGE SALARY + EXTRA PAY WOMEN (l)
22 ACTIVITIES											
Superintendent	$628,726	11	0	$57,147	$57,147	$0	$109	$0	$57,157	$57,157	$0
Asst. Supt.	668,007	12	2	47,668	47,797	46,900	325	0	47,715	47,851	46,900
Director	1,204,359	24	4	42,596	42,818	41,264	5,835	0	43,013	43,304	41,264
Supv./Coord.	1,777,009	32	16	36,799	38,393	33,611	315	3,448	37,021	38,403	34,258
Cons./Spec.	854,618	11	15	32,267	35,328	30,022	4,366	1,291	32,870	36,519	30,194
Elem. Principals	4,479,016	80	39	37,259	37,267	37,243	4,320	3,156	37,639	37,753	37,405
Sec. Principals	2,164,653	46	7	39,968	39,993	39,804	7,426	1,780	40,843	40,962	40,058
Asst. Principals	2,425,780	54	13	35,784	36,151	34,263	2,403	2,103	36,206	36,596	34,586
Elem. Teachers	60,564,999	300	2,398	22,372	24,780	22,071	1,380	947	22,448	25,153	22,110
Sec. Teachers	55,290,876	1,154	1,108	23,560	24,680	22,395	2,303	1,300	24,443	26,049	22,771
Librarians	932,033	7	30	24,919	28,301	24,130	0	1,115	25,190	28,301	24,464
Counselors	3,402,687	46	69	28,871	31,123	27,370	1,685	1,201	29,589	32,002	27,980
Sch. Psychologist	1,381,691	28	16	30,803	32,332	28,127	2,403	1,575	31,402	33,105	28,423
Psych. Examiner	36,998	0	2	18,499	0	18,499	0	0	18,499	0	18,499
School Nurse	693,830	0	32	21,655	0	21,655	0	883	21,682	0	21,682
Sch.Social Worker	556,690	10	13	24,113	28,143	21,012	400	1,700	24,204	28,183	21,143
Sp./H Therapist	1,415,333	8	49	24,439	26,513	24,100	1,492	893	24,830	27,072	24,464
Head Teacher	79,853	1	2	25,030	21,538	26,776	2,275	1,245	26,618	23,813	28,020
Dean Boys/Girls	39,659	1	0	39,659	39,659	0	0	0	39,659	39,659	0
Business Manager	132,419	3	0	44,140	44,140	0	0	0	44,140	44,140	0
Interns	95,143	0	3	31,714	0	31,714	0	0	31,714	0	31,714
Media Generalists	441,205	3	17	21,959	24,315	21,544	750	1,267	22,060	24,565	21,618
TOTALS	$139,265,584	1,831	3,835								
11 ACTIVITIES **											
Superintendent	$628,726	11	0	$57,147	$57,147	$0	$109	$0	$57,157	$57,157	$0
Other Dist.Admin.	2,004,785	39	6	44,277	44,452	43,143	3,080	0	44,551	44,767	43,143
Cur/Prog Services	2,631,627	43	31	35,207	37,609	31,874	3,353	2,585	35,563	37,921	32,291
Elem. Principals	4,558,869	81	41	36,958	37,072	36,733	4,116	2,200	37,368	37,581	36,947
Sec. Principals	2,164,653	46	7	39,968	39,993	39,804	7,426	1,780	40,843	40,962	40,058
Asst. Principals	2,425,780	54	13	35,784	36,151	34,263	2,403	2,103	36,206	36,596	34,586
Media Services	1,373,238	10	47	23,880	27,105	23,194	750	1,130	24,092	27,180	23,435
Guid. Services	5,417,725	85	100	28,685	31,271	26,488	1,838	1,243	29,285	32,006	26,972
Health Services	2,109,163	8	81	23,438	26,513	23,134	1,492	892	23,698	27,072	23,365
Elem. Teachers	60,564,999	300	2,398	22,372	24,780	22,071	1,380	947	22,448	25,153	22,110
Sec. Teachers	55,290,876	1,154	1,108	23,560	24,680	22,395	2,303	1,300	24,443	26,049	22,771
4 ACTIVITIES **											
District Admin.	$5,265,138	93	37	$40,203	$42,789	$33,702	$2,871	$2,585	$40,501	$43,067	$34,051
School Admin.	9,149,302	181	61	37,292	37,540	36,559	4,221	2,112	37,807	38,146	36,801
Student Services	8,900,126	103	228	26,447	30,497	24,617	1,782	1,121	26,889	31,154	24,962
Instruct.Services	115,855,875	1,454	3,506	22,914	24,700	22,173	2,206	1,217	23,358	25,864	22,319

* Average Extra Pay is calculated in each category by dividing the total extra pay received by the number of personnel receiving extra pay.

** The 11 Activity and 4 Activity Classifications do not include Interns.

CERTIFIED STAFF SALARIES

SCHOOL DISTRICTS WITH MEMBERSHIP OF 2,500 - 4,999 STUDENTS (10 DISTRICTS)

Average Salary Based on Actual Employee Count

ACTIVITY CLASSIFICATIONS (a)	TOTAL SALARY (b)	ACTUAL # MEN (c)	ACTUAL # WOMEN (d)	AVERAGE BASE SALARY ALL (e)	AVERAGE BASE SALARY MEN (f)	AVERAGE BASE SALARY WOMEN (g)	AVERAGE EXTRA PAY MEN * (h)	AVERAGE EXTRA PAY WOMEN * (i)	AVERAGE SALARY + EXTRA PAY ALL (j)	AVERAGE SALARY + EXTRA PAY MEN (k)	AVERAGE SALARY + EXTRA PAY WOMEN (l)
22 ACTIVITIES											
Superintendent	$516,104	8	2	$51,048	$51,623	$48,750	$2,811	$0	$51,610	$52,326	$48,750
Asst. Supt.	319,513	5	2	45,645	45,510	45,983	0	0	45,645	45,510	45,983
Director	531,567	10	4	36,912	39,409	30,669	2,251	4,182	37,969	39,634	33,806
Supv./Coord.	170,936	1	5	27,767	25,900	28,140	0	2,167	28,489	25,900	29,007
Cons./Spec.	335,760	3	10	25,775	31,810	23,965	0	684	25,828	31,810	24,033
Elem. Principals	1,697,331	31	17	34,942	35,254	34,373	1,277	3,000	35,361	35,419	35,255
Sec. Principals	910,024	22	1	39,301	39,453	35,951	3,055	0	39,566	39,731	35,951
Asst. Principals	647,875	16	2	35,823	35,779	36,179	3,055	0	35,993	35,970	36,179
Elem. Teachers	21,110,968	113	824	22,169	23,404	22,000	1,979	2,007	22,530	23,912	22,341
Sec. Teachers	19,894,998	425	396	23,062	24,013	22,041	2,598	1,868	24,233	25,523	22,848
Librarians	551,991	3	18	25,445	26,228	25,314	1,238	2,529	26,285	27,053	26,157
Counselors	1,270,541	26	18	27,587	28,725	25,943	2,423	2,910	28,876	30,123	27,075
Sch. Psychologist	457,511	7	10	26,078	29,614	23,602	4,513	2,583	26,912	30,904	24,119
Psych. Examiner	11,133	1	0	11,133	11,133	0	0	0	11,133	11,133	0
School Nurse	46,955	0	2	23,478	0	23,478	0	0	23,478	0	23,478
Sch.Social Worker	117,946	2	3	21,665	25,287	19,251	1,847	2,963	23,589	27,134	21,226
Sp./H Therapist	504,025	2	19	23,448	32,073	22,540	3,002	2,154	24,001	33,574	22,994
Head Teacher	35,800	0	1	35,800	0	35,800	0	0	35,800	0	35,800
Dean Boys/Girls	0	0	0	0	0	0	0	0	0	0	0
Business Manager	118,240	3	0	39,413	39,413	0	0	0	39,413	39,413	0
Interns	32,643	1	0	32,643	32,643	0	0	0	32,643	32,643	0
Media Generalists	136,921	1	5	22,820	26,711	22,042	0	0	22,820	26,711	22,042
TOTALS	$49,418,782	680	1,339								
11 ACTIVITIES **											
Superintendent	$516,104	8	2	$51,048	$51,623	$48,750	$2,811	$0	$51,610	$52,326	$48,750
Other Dist.Admin.	969,320	18	6	39,772	41,105	35,774	2,251	4,182	40,388	41,230	37,865
Cur/Prog Services	506,696	4	15	26,404	30,332	25,357	0	1,673	26,668	30,332	25,691
Elem. Principals	1,733,131	31	18	34,960	35,254	34,452	1,277	3,000	35,370	35,419	35,286
Sec. Principals	910,024	22	1	39,301	39,453	35,951	3,055	0	39,566	39,731	35,951
Asst. Principals	647,875	16	2	35,823	35,779	36,179	3,055	0	35,993	35,970	36,179
Media Services	688,912	4	23	24,862	26,349	24,603	1,238	2,529	25,515	26,968	25,263
Guid. Services	1,857,131	36	31	26,516	28,218	24,540	2,583	2,860	27,718	29,581	25,555
Health Services	550,980	2	21	23,451	32,073	22,629	3,002	2,154	23,956	33,574	23,040
Elem. Teachers	21,110,968	113	824	22,169	23,404	22,000	1,979	2,007	22,530	23,912	22,341
Sec. Teachers	19,894,998	425	396	23,062	24,013	22,041	2,598	1,868	24,233	25,523	22,848
4 ACTIVITIES **											
District Admin.	$1,992,120	30	23	$37,107	$42,473	$30,108	$2,624	$2,927	$37,587	$42,736	$30,872
School Admin.	3,291,030	69	21	36,242	36,715	34,688	2,039	3,000	36,567	36,921	35,402
Student Services	3,097,023	42	75	25,532	28,224	24,024	2,479	2,631	26,470	29,522	24,761
Instruct.Services	41,005,966	538	1,220	22,586	23,885	22,013	2,533	1,931	23,325	25,185	22,505

* Average Extra Pay is calculated in each category by dividing the total extra pay received by the number of personnel receiving extra pay.

** The 11 Activity and 4 Activity Classifications do not include Interns.

CERTIFIED STAFF SALARIES

SCHOOL DISTRICTS WITH MEMBERSHIP OF 1,000 - 2,499 STUDENTS (28 DISTRICTS)

Average Salary Based on Actual Employee Count

ACTIVITY CLASSIFICATIONS	TOTAL SALARY	ACTUAL # MEN	ACTUAL # WOMEN	AVERAGE BASE SALARY			AVERAGE EXTRA PAY		AVERAGE S/LARY + EXTRA PAY		
				ALL	MEN	WOMEN	MEN *	WOMEN *	ALL	MEN	WOMEN
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(l)
22 ACTIVITIES											
Superintendent	$1,292,685	28	0	$46,113	$46,113	$0	$1,530	$0	$46,167	$46,167	$0
Asst. Supt.	157,146	4	0	39,287	39,287	0	0	0	39,287	39,287	0
Director	435,794	8	4	34,982	35,938	33,069	1,724	6,284	36,316	36,369	36,211
Supv./Coord.	125,649	0	5	24,601	0	24,601	0	1,322	25,130	0	25,130
Cons./Spec.	43,166	0	2	20,669	0	20,669	0	1,829	21,583	0	21,583
Elem. Principals	1,920,251	42	13	34,089	34,302	33,399	4,083	1,513	34,914	35,274	33,749
Sec. Principals	1,887,715	52	0	35,167	35,167	0	3,935	0	36,302	36,302	0
Asst. Principals	474,157	12	2	33,328	33,565	31,908	1,513	0	33,868	34,195	31,908
Elem. Teachers	26,036,092	190	1,048	20,821	22,035	20,601	1,534	920	21,031	22,625	20,742
Sec. Teachers	25,375,292	652	454	21,836	22,773	20,491	2,191	1,558	22,943	24,194	21,147
Librarians	696,074	3	27	22,750	23,729	22,641	2,300	1,025	23,202	24,496	23,059
Counselors	1,529,002	42	17	24,613	25,328	22,845	2,278	1,065	25,915	26,955	23,346
Sch. Psychologist	622,276	13	10	24,824	26,744	22,328	4,792	2,540	27,055	29,324	24,106
Psych. Examiner	15,218	0	1	11,128	0	11,128	0	4,090	15,218	0	15,218
School Nurse	125,955	0	7	17,994	0	17,994	0	0	17,994	0	17,994
Sch.Social Worker	103,408	1	4	20,467	24,566	19,442	0	1,074	20,682	24,566	19,711
Sp./H Therapist	602,024	2	28	19,605	24,969	19,222	5,516	1,044	20,067	27,727	19,520
Head Teacher	51,295	1	1	24,599	29,727	19,470	1,603	495	25,648	31,330	19,965
Dean Boys/Girls	0	0	0	0	0	0	0	0	0	0	0
Business Manager	0	0	0	0	0	0	0	0	0	0	0
Interns	32,000	0	1	32,000	0	32,000	0	0	32,000	0	32,000
Media Generalists	484,798	4	17	22,728	27,062	21,708	1,266	694	23,086	27,379	22,076
TOTALS	$62,009,997	1,054	1,641								
11 ACTIVITIES **											
Superintendent	$1,292,685	28	0	$46,113	$46,113	$0	$1,530	$0	$46,167	$46,167	$0
Other Dist.Admin.	592,940	12	4	36,058	37,054	33,069	1,724	6,284	37,059	37,341	36,211
Cur/Prog Services	168,815	0	7	23,477	0	23,477	0	1,491	24,116	0	24,116
Elem. Principals	1,971,546	43	14	33,756	34,196	32,404	3,858	1,259	34,589	35,183	32,764
Sec. Principals	1,887,715	52	0	35,167	35,167	0	3,935	0	36,302	36,302	0
Asst. Principals	474,157	12	2	33,328	33,565	31,908	1,513	0	33,868	34,195	31,908
Media Services	1,180,872	7	44	22,741	25,634	22,281	1,783	876	23,154	26,143	22,679
Guid. Services	2,269,904	56	32	24,279	25,643	21,892	2,753	1,851	25,794	27,462	22,875
Health Services	727,979	2	35	19,300	24,969	18,976	5,516	1,044	19,675	27,727	19,215
Elem. Teachers	26,036,092	190	1,048	20,821	22,035	20,601	1,534	920	21,031	22,625	20,742
Sec. Teachers	25,375,292	652	454	21,836	22,773	20,491	2,191	1,558	22,943	24,194	21,147
4 ACTIVITIES **											
District Admin.	$2,054,440	40	11	$39,851	$43,395	$26,965	$1,659	$3,408	$40,283	$43,520	$28,515
School Admin.	4,333,418	107	16	34,304	34,597	32,342	3,517	1,259	35,231	35,616	32,657
Student Services	4,178,755	65	111	22,787	25,621	21,127	2,774	1,274	23,743	27,328	21,643
Instruct.Services	51,411,384	842	1,502	21,300	22,606	20,568	2,094	1,266	21,933	23,840	20,864

* Average Extra Pay is calculated in each category by dividing the total extra pay received by the number of personnel receiving extra pay.

** The 11 Activity and 4 Activity Classifications do not include Interns.

CERTIFIED STAFF SALARIES

SCHOOL DISTRICTS WITH MEMBERSHIP OF 500 - 999 STUDENTS (24 DISTRICTS)

Average Salary Based on Actual Employee Count

ACTIVITY CLASSIFICATIONS	TOTAL SALARY	ACTUAL # MEN	ACTUAL # WOMEN	AVERAGE BASE SALARY			AVERAGE EXTRA PAY		AVERAGE SALARY + EXTRA PAY		
				ALL	MEN	WOMEN	MEN *	WOMEN *	ALL	MEN	WOMEN
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(l)
22 ACTIVITIES											
Superintendent	$995,555	24	0	$41,194	$41,194	$0	$3,450	$0	$41,481	$41,481	$0
Asst. Supt.	0	0	0	0	0	0	0	0	0	0	0
Director	160,081	8	1	17,609	16,019	30,329	1,599	0	17,787	16,219	30,329
Supv./Coord.	21,084	1	0	21,084	21,084	0	0	0	21,084	21,084	0
Cons./Spec.	29,310	1	3	7,058	10,914	5,772	1,080	0	7,328	11,994	5,772
Elem. Principals	747,014	17	5	32,371	32,399	32,275	3,476	2,629	33,955	33,831	34,379
Sec. Principals	964,640	27	0	34,387	34,387	0	3,620	0	35,727	35,727	0
Asst. Principals	31,536	1	0	31,080	31,080	0	456	0	31,536	31,536	0
Elem. Teachers	10,577,608	84	414	20,870	21,109	20,821	2,030	1,462	21,240	22,051	21,076
Sec. Teachers	11,063,282	286	211	20,775	21,191	20,210	2,405	1,488	22,260	23,117	21,099
Librarians	315,590	3	10	23,354	25,390	22,743	881	1,461	24,276	25,977	23,766
Counselors	644,059	17	6	25,525	25,886	24,503	3,362	1,982	28,003	28,655	26,155
Sch. Psychologist	144,923	4	3	19,239	22,681	14,650	2,579	1,697	20,703	23,971	16,347
Psych. Examiner	0	0	0	0	0	0	0	0	0	0	0
School Nurse	38,283	0	2	19,142	0	19,142	0	0	19,142	0	19,142
Sch.Social Worker	0	0	0	0	0	0	0	0	0	0	0
Sp./H Therapist	163,937	1	9	15,287	20,720	14,684	350	1,531	16,394	21,070	15,874
Head Teacher	0	0	0	0	0	0	0	0	0	0	0
Dean Boys/Girls	0	0	0	0	0	0	0	0	0	0	0
Business Manager	70,868	2	0	35,434	35,434	0	0	0	35,434	35,434	0
Interns	0	0	0	0	0	0	0	0	0	0	0
Media Generalists	208,264	3	5	25,352	27,285	24,193	1,580	966	26,033	27,812	24,966
TOTALS	$26,176,034	479	669								
11 ACTIVITIES **											
Superintendent	$995,555	24	0	$41,194	$41,194	$0	$3,450	$0	$41,481	$41,481	$0
Other Dist.Admin.	230,949	10	1	20,850	19,902	30,329	1,599	0	20,995	20,062	30,329
Cur/Prog Services	50,394	2	3	9,863	15,999	5,772	1,080	0	10,079	16,539	5,772
Elem. Principals	747,014	17	5	32,371	32,399	32,275	3,476	2,629	33,955	33,831	34,379
Sec. Principals	964,640	27	0	34,387	34,387	0	3,620	0	35,727	35,727	0
Asst. Principals	31,536	1	0	31,080	31,080	0	456	0	31,536	31,536	0
Media Services	523,854	6	15	24,115	26,338	23,226	1,114	1,281	24,945	26,895	24,166
Guid. Services	788,982	21	9	24,058	25,275	21,219	3,264	1,875	26,299	27,762	22,886
Health Services	202,220	1	11	15,930	20,720	15,494	350	1,531	16,852	21,070	16,468
Elem. Teachers	10,577,608	84	414	20,870	21,109	20,821	2,030	1,462	21,240	22,051	21,076
Sec. Teachers	11,063,282	286	211	20,775	21,191	20,210	2,405	1,488	22,260	23,117	21,099
4 ACTIVITIES **											
District Admin.	$1,276,898	36	4	$31,683	$33,880	$11,911	$2,395	$0	$31,922	$34,146	$11,911
School Admin.	1,743,190	45	5	33,434	33,562	32,275	3,388	2,629	34,864	34,918	34,379
Student Services	1,515,056	28	35	22,529	25,340	20,280	2,796	1,531	24,049	27,338	21,417
Instruct.Services	21,640,890	370	625	20,822	21,172	20,615	2,351	1,478	21,750	22,875	21,083

* Average Extra Pay is calculated in each category by dividing the total extra pay received by the number of personnel receiving extra pay.

** The 11 Activity and 4 Activity Classifications do not include Interns.

CERTIFIED STAFF SALARIES

SCHOOL DISTRICTS WITH MEMBERSHIP OF 1 - 499 STUDENTS (42 DISTRICTS)

Average Salary Based on Actual Employee Count

ACTIVITY CLASSIFICATIONS	TOTAL SALARY	ACTUAL # MEN	ACTUAL # WOMEN	AVERAGE BASE SALARY			AVERAGE EXTRA PAY		AVERAGE SALARY + EXTRA PAY		
				ALL	MEN	WOMEN	MEN *	WOMEN *	ALL	MEN	WOMEN
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(l)
22 ACTIVITIES											
Superintendent	$1,340,862	36	0	$36,193	$36,193	$0	$3,792	$0	$37,246	$37,246	$0
Asst. Supt.	0	0	0	0	0	0	0	0	0	0	0
Director	76,680	4	2	12,780	7,776	22,789	0	0	12,780	7,776	22,789
Supv./Coord.	0	0	0	0	0	0	0	0	0	0	0
Cons./Spec.	11,344	0	2	5,672	0	5,672	0	0	5,672	0	5,672
Elem. Principals	290,127	7	3	27,449	27,439	27,471	3,905	20	29,013	29,671	27,478
Sec. Principals	487,507	15	0	31,760	31,760	0	1,587	0	32,500	32,500	0
Asst. Principals	0	0	0	0	0	0	0	0	0	0	0
Elem. Teachers	6,559,428	70	264	19,229	20,498	18,892	1,673	1,176	19,639	21,430	19,164
Sec. Teachers	6,970,998	209	138	18,877	19,491	17,947	2,129	1,204	20,089	21,009	18,697
Librarians	378,196	4	14	20,826	20,414	20,944	593	514	21,011	20,858	21,055
Counselors	344,754	9	6	21,723	23,413	19,188	3,281	837	22,984	25,235	19,606
Sch. Psychologist	52,340	2	2	12,800	7,871	17,730	705	435	13,085	8,223	17,947
Psych. Examiner	0	0	0	0	0	0	0	0	0	0	0
School Nurse	3,567	0	1	3,567	0	3,567	0	0	3,567	0	3,567
Sch.Social Worker	0	0	0	0	0	0	0	0	0	0	0
Sp./H Therapist	92,689	0	7	13,087	0	13,087	0	539	13,241	0	13,241
Head Teacher	59,599	0	3	19,486	0	19,486	0	571	19,866	0	19,866
Dean Boys/Girls	0	0	0	0	0	0	0	0	0	0	0
Business Manager	0	0	0	0	0	0	0	0	0	0	0
Interns	0	0	0	0	0	0	0	0	0	0	0
Media Generalists	79,024	1	3	19,662	22,785	18,621	0	375	19,756	22,785	18,746
TOTALS	$16,747,115	357	445								
11 ACTIVITIES **											
Superintendent	$1,340,862	36	0	$36,193	$36,193	$0	$3,792	$0	$37,246	$37,246	$0
Other Dist.Admin.	76,680	4	2	12,780	7,776	22,789	0	0	12,780	7,776	22,789
Cur/Prog Services	11,344	0	2	5,672	0	5,672	0	0	5,672	0	5,672
Elem. Principals	349,726	7	6	25,611	27,439	23,478	3,905	387	26,902	29,671	23,672
Sec. Principals	487,507	15	0	31,760	31,760	0	1,587	0	32,500	32,500	0
Asst. Principals	0	0	0	0	0	0	0	0	0	0	0
Media Services	457,220	5	17	20,615	20,888	20,534	593	479	20,783	21,244	20,647
Guid. Services	397,094	11	8	19,844	20,587	18,823	2,851	736	20,900	22,142	19,192
Health Services	96,256	0	8	11,897	0	11,897	0	539	12,032	0	12,032
Elem. Teachers	6,559,428	70	264	19,229	20,498	18,892	1,673	1,176	19,639	21,430	19,164
Sec. Teachers	6,970,998	209	138	18,877	19,491	17,947	2,129	1,204	20,089	21,009	18,697
4 ACTIVITIES **											
District Admin.	$1,428,886	40	4	$31,613	$33,351	$14,231	$3,792	$0	$32,475	$34,299	$14,231
School Admin.	837,233	22	6	28,905	30,385	23,478	2,430	387	29,901	31,600	23,672
Student Services	950,570	16	33	18,893	20,681	18,026	2,099	594	19,399	21,861	18,206
Instruct.Services	13,530,426	279	402	19,049	19,743	18,568	2,035	1,192	19,868	21,114	19,004

* Average Extra Pay is calculated in each category by dividing the total extra pay received by the number of personnel receiving extra pay.

** The 11 Activity and 4 Activity Classifications do not include Interns.

ESTIMATED AVERAGE SALARY EXPENDITURE PER STUDENT

FOR

FOUR ACTIVITY CLASSIFICATIONS IN FIVE SCHOOL DISTRICT MEMBERSHIP GROUPS

STUDENT MEMBERSHIP GROUPS	STUDENT MEMBERSHIP	Expenditure per Student equal Total Salary divided by Student Membership	ACTIVITY CLASSIFICATIONS				
			DISTRICT ADMINISTRATION	SCHOOL ADMINISTRATION	STUDENT SERVICES	INSTRUCTIONAL SERVICES	ALL CERTIFIED ACTIVITY CLASSIFICATIONS
5000 + STUDENTS	102,858	Total Salary	$5,265,138	$9,149,302	$8,900,126	$115,855,875	$139,170,441
% OF TOTAL	48.4%	Expenditure per Student	$51	$89	$87	$1,126	$1,353
2500-4999 STUDENTS	36,122	Total Salary	$1,992,120	$3,291,030	$3,097,023	$41,005,966	$49,386,139
% OF TOTAL	17.0%	Expenditure per Student	$55	$91	$86	$1,135	$1,367
1000-2499 STUDENTS	46,963	Total Salary	$2,054,440	$4,333,418	$4,178,755	$51,411,384	$61,977,997
% OF TOTAL	22.1%	Expenditure per Student	$44	$92	$89	$1,095	$1,320
500-999 STUDENTS	17,381	Total Salary	$1,276,898	$1,743,190	$1,515,056	$21,640,890	$26,176,034
% OF TOTAL	8.2%	Expenditure per Student	$73	$100	$87	$1,245	$1,506
1-499 STUDENTS	9,221	Total Salary	$1,428,886	$837,233	$950,570	$13,530,426	$16,747,115
% OF TOTAL	4.3%	Expenditure per Student	$155	$91	$103	$1,467	$1,816
TOTALS	212,545	Statewide Total Expenditure per Student	$57	$91	$88	$1,145	$1,381
% OF TOTAL	100.0%						

NOTE: The total salary includes base salary and extra pay.

EXPERIENCE LEVELS OF CERTIFIED STAFF

FOR

ALL ACTIVITY CLASSIFICATION GROUPS

*** STATEWIDE SUMMARY ***

ACTIVITY CLASSIFICATIONS	FIRST YEAR (a)	2-5 YEARS (b)	6-10 YEARS (c)	11-15 YEARS (d)	16-20 YEARS (e)	21-30 YEARS (f)	31 + YEARS (g)	TOTAL STAFF (h)
22 ACTIVITIES								
Superintendent	0	0	2	14	12	57	24	109
Asst. Supt.	0	0	0	1	4	15	5	25
Director	0	0	2	13	21	23	10	69
Supv./Coord.	1	2	6	12	10	23	6	60
Cons./Spec.	1	3	4	14	13	9	3	47
Elem. Principals	0	0	22	55	67	91	19	254
Sec. Principals	0	1	6	30	45	74	14	170
Asst. Principals	0	3	11	14	28	34	10	100
Elem. Teachers	299	1,031	1,307	1,304	922	707	135	5,705
Sec. Teachers	211	874	919	1,009	970	894	156	5,033
Librarians	5	14	12	23	21	38	6	119
Counselors	2	13	27	45	67	82	20	256
Sch. Psychologist	3	9	30	12	19	15	7	95
Psych. Examiner	0	3	1	0	0	0	0	4
School Nurse	2	14	10	7	4	4	3	44
Sch. Social Worker	5	9	7	8	2	2	0	33
Sp./H Therapist	6	27	31	35	16	9	1	125
Head Teacher	0	2	0	3	3	1	0	9
Dean Boys/Girls	0	0	0	0	0	1	0	1
Business Manager	0	1	1	0	2	4	0	8
Interns	0	0	1	3	1	0	0	5
Media Generalists	1	11	13	6	14	13	1	59
TOTALS	536	2,017	2,412	2,608	2,241	2,096	420	12,330
11 ACTIVITIES **								
Superintendent	0	0	2	14	12	57	24	109
Other Dist. Admin.	0	1	3	14	27	42	15	102
Cur/Prog Services	2	5	10	26	23	32	9	107
Elem. Principals	0	2	22	58	70	92	19	263
Sec. Principals	0	1	6	30	45	74	14	170
Asst. Principals	0	3	11	14	28	34	10	100
Media Services	6	25	25	29	35	51	7	178
Guid. Services	10	34	65	65	88	100	27	389
Health Services	8	41	41	42	20	13	4	169
Elem. Teachers	299	1,031	1,307	1,304	922	707	135	5,705
Sec. Teachers	211	874	919	1,009	970	894	156	5,033
4 ACTIVITIES **								
District Admin.	2	6	15	54	62	131	48	318
School Admin.	0	6	39	102	143	200	43	533
Student Services	24	100	131	136	143	164	38	736
Instruct. Services	510	1,905	2,226	2,313	1,892	1,601	291	10,738

NOTE: Experience shown in the table includes total experience in education -- in-state, out-of-state, public, and non-public school service.

** The 11 Activity and 4 Activity Classifications do not include Interns.

AGE LEVELS OF CERTIFIED STAFF

FOR

ALL ACTIVITY CLASSIFICATION GROUPS

*** STATEWIDE SUMMARY ***

ACTIVITY CLASSIFICATIONS	Under 21 YEAR (a)	21-25 YEARS (b)	26-30 YEARS (c)	31-35 YEARS (d)	36-40 YEARS (e)	41-45 YEARS (f)	46-50 YEARS (g)	51-55 YEARS (h)	56-60 YEARS (i)	Over 60 YEARS (j)	TOTAL STAFF (k)
22 ACTIVITIES											
Superintendent	0	0	0	2	9	11	27	32	23	5	109
Asst. Supt.	0	0	0	0	1	3	7	8	4	2	25
Director	0	0	0	2	7	18	23	10	6	3	69
Supv./Coord.	0	0	0	4	12	12	16	8	7	1	60
Cons./Spec.	0	1	2	4	10	18	5	2	2	3	47
Elem. Principals	0	0	3	8	55	60	62	38	23	5	254
Sec. Principals	0	0	0	9	31	41	44	24	17	4	170
Asst. Principals	0	0	3	8	19	28	17	14	9	2	100
Elem. Teachers	2	206	574	831	1,383	1,086	641	472	363	147	5,705
Sec. Teachers	2	160	499	642	1,116	1,080	717	448	285	84	5,033
Librarians	2	3	2	7	23	19	14	17	20	12	119
Counselors	1	1	5	21	46	58	46	39	25	14	256
Sch. Psychologist	0	1	2	6	21	23	17	13	9	3	95
Psych. Examiner	0	0	1	0	0	2	0	0	0	1	4
School Nurse	0	1	1	5	7	12	6	3	8	1	44
Sch. Social Worker	0	0	2	7	10	10	3	1	0	0	33
Sp./H Therapist	0	3	23	28	32	23	7	6	2	1	125
Head Teacher	0	0	0	1	1	4	1	1	1	0	9
Dean Boys/Girls	0	0	0	0	0	0	1	0	0	0	1
Business Manager	0	0	0	1	0	1	1	2	3	0	8
Interns	0	0	0	2	2	0	1	0	0	0	5
Media Generalists	0	0	2	1	11	23	6	9	4	3	59
TOTALS	7	376	1,119	1,589	2,796	2,532	1,662	1,147	811	291	12,330
11 ACTIVITIES **											
Superintendent	0	0	0	2	9	11	27	32	23	5	109
Other Dist. Admin.	0	0	0	3	8	22	31	20	13	5	102
Cur/Prog Services	0	1	2	8	22	30	21	10	9	4	107
Elem. Principals	0	0	3	9	56	64	63	39	24	5	263
Sec. Principals	0	0	0	9	31	41	44	24	17	4	170
Asst. Principals	0	0	3	8	19	28	17	14	9	2	100
Media Services	2	3	4	8	34	42	20	26	24	15	178
Guid. Services	1	2	10	34	77	93	67	53	34	18	389
Health Services	0	4	24	33	39	35	13	9	10	2	169
Elem. Teachers	2	206	574	831	1,383	1,086	641	472	363	147	5,705
Sec. Teachers	2	160	499	642	1,116	1,080	717	448	285	84	5,033
4 ACTIVITIES **											
District Admin.	0	1	2	13	39	63	79	62	43	14	318
School Admin.	0	0	6	26	106	133	124	77	50	11	533
Student Services	3	9	38	75	150	170	100	88	68	35	736
Instruct. Services	4	366	1,073	1,473	2,499	2,166	1,358	920	648	231	10,738

NOTE: The median age group for all certified employees is 41-45 years.

** The 11 Activity and 4 Activity Classifications do not include Interns.

EDUCATION LEVELS OF CERTIFIED STAFF

IN

22 ACTIVITY AND 4 ACTIVITY CLASSIFICATIONS

*** STATEWIDE SUMMARY ***

ACTIVITY CLASSIFICATIONS	NO DEGREE (a)	OTHER (b)	ASSOC. (c)	BA/BS (d)	MA/MS (e)	6-YEARS (f)	PhD/EdD (g)	TOTAL STAFF (h)
22 ACTIVITIES								
Superintendent	0	0	0	1	72	10	26	109
Asst. Supt.	0	0	0	0	16	4	5	25
Director	0	0	0	5	42	5	17	69
Supv./Coord.	0	0	0	19	31	4	6	60
Cons./Spec.	0	0	0	16	30	1	0	47
Elem. Principals	0	0	1	13	211	17	12	254
Sec. Principals	0	0	0	5	142	11	12	170
Asst. Principals	0	0	0	9	81	6	4	100
Elem. Teachers	0	0	7	4,757	931	6	4	5,705
Sec. Teachers	18	41	8	3,640	1,309	5	12	5,033
Librarians	0	0	1	91	26	0	1	119
Counselors	0	0	0	15	236	2	3	256
Sch. Psychologist	0	0	1	1	61	15	17	95
Psych. Examiner	0	0	0	0	4	0	0	4
School Nurse	1	13	5	19	6	0	0	44
Sch. Social Worker	0	0	0	1	32	0	0	33
Sp./H Therapist	0	0	0	9	115	0	1	125
Head Teacher	0	0	0	8	1	0	0	9
Dean Boys/Girls	0	0	0	0	0	1	0	1
Business Manager	0	0	0	2	6	0	0	8
Interns	0	0	0	0	4	1	0	5
Media Generalists	0	0	0	42	17	0	0	59
TOTALS	19	54	23	8,653	3,373	88	120	12,330
PERCENTAGE	0.2%	0.4%	0.2%	70.2%	27.4%	0.7%	1.0%	100.0%
4 ACTIVITIES **								
District Admin.	0	0	0	43	197	24	54	318
School Admin.	0	0	1	35	435	34	28	533
Student Services	1	13	7	178	497	18	22	736
Instruct. Services	18	41	15	8,397	2,240	11	16	10,738

NOTE: Most of the personnel holding less than a bachelor's degree are school nurses, vocational education instructors, or employees having one of the following types of certificates: Life, Pre-Professional, Provisional, State Elementary, or State High School certificate.

** The 4 Activity Classifications group does not include Interns.

NUMBER OF CERTIFIED STAFF BY SOURCE OF EDUCATION FOR HIGHEST DEGREE

IN

22 ACTIVITY AND 4 ACTIVITY CLASSIFICATION GROUPS

*** STATEWIDE SUMMARY ***

ACTIVITY CLASSIFICATIONS	BOISE STATE (a)	IDAHO STATE (b)	COLLEGE OF IDAHO (c)	UNIV. OF IDAHO (d)	OTHER IDAHO (e)	NON-IDAHO (f)	TOTAL EMPLOYEES (g)	% DEGREES RECEIVED IN IDAHO
22 ACTIVITIES								
Superintendent	3	14	5	31	1	55	109	49.54%
Asst. Supt.	1	1	4	6	0	13	25	48.00%
Director	3	11	3	11	2	39	69	43.48%
Supv./Coord.	4	10	2	14	3	27	60	55.00%
Cons./Spec.	5	5	1	13	4	19	47	59.57%
Elem. Principals	20	47	28	57	4	98	254	61.42%
Sec. Principals	4	28	27	49	2	60	170	64.71%
Asst. Principals	3	13	18	26	2	38	100	62.00%
Elem. Teachers	922	911	212	728	392	2,540	5,705	55.48%
Sec. Teachers	643	746	186	919	280	2,259	5,033	55.12%
Librarians	8	20	7	23	10	51	119	57.14%
Counselors	13	47	54	44	4	94	256	63.28%
Sch. Psychologist	0	17	6	20	1	51	95	46.32%
Psych. Examiner	0	2	1	0	0	1	4	75.00%
School Nurse	3	5	1	4	1	30	44	31.82%
Sch. Social Worker	0	0	1	0	0	32	33	3.03%
Sp./H Therapist	3	44	1	1	2	74	125	40.80%
Head Teacher	0	5	0	1	0	3	9	66.67%
Dean Boys/Girls	0	1	0	0	0	0	1	100.00%
Business Manager	0	3	0	1	0	4	8	50.00%
Interns	1	0	0	3	0	1	5	80.00%
Media Generalists	5	15	1	7	2	29	59	50.85%
TOTALS	1,641	1,945	558	1,958	710	5,518	12,330	55.25%
PERCENTAGE	13.31%	15.77%	4.53%	15.88%	5.76%	44.75%	100.00%	
4 ACTIVITIES **								
District Admin.	16	44	15	76	10	157	318	50.63%
School Admin.	27	93	73	133	8	199	533	62.66%
Student Services	32	151	72	99	20	362	736	50.82%
Instruct. Services	1,565	1,657	398	1,647	672	4,799	10,738	55.31%

** The 4 Activity Classifications group does not include Interns.

CERTIFIED STAFF TURNOVER

FOR

FIVE SCHOOL DISTRICT MEMBERSHIP GROUPS

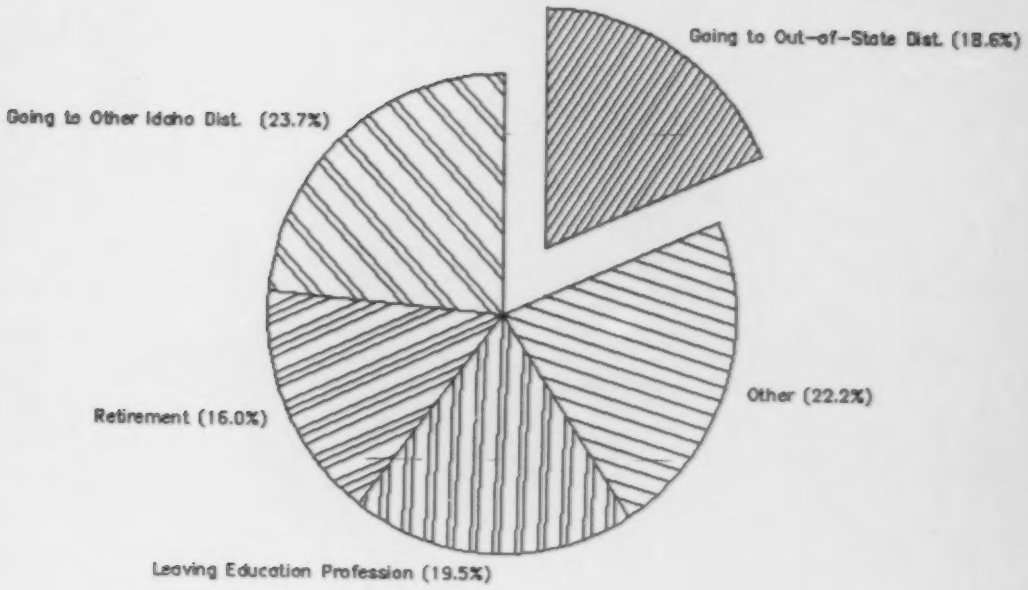
MEMBERSHIP GROUPS — DISTRICTS WITH (a)	TURNOVER STATEWIDE NUMBER AND % ALL REASONS COMBINED — TOTAL NUMBER (d)+(f) (b)	TOTAL PERCENT (b)/Sum of (b) (c)	MEN NUMBER (d)	MEN PERCENT (d)/(b) (e)	WOMEN NUMBER (f)	WOMEN PERCENT (f)/(b) (g)
5000 + STUDENTS	442	36.6%	122	27.6%	320	72.4%
2500-4999 STUDENTS	167	13.8%	50	29.9%	117	70.1%
1000-2499 STUDENTS	292	24.2%	97	33.2%	195	66.8%
500-999 STUDENTS	167	13.8%	76	45.5%	91	54.5%
1-499 STUDENTS	141	11.7%	53	37.6%	88	62.4%
TOTALS	1,209	100.0%	398	32.9%	811	67.1%

DISTRICTS WITH	LEAVING TO WORK IN OTHER IDAHO DISTRICT #	%	LEAVING TO WORK IN OUT-OF-STATE SCHOOL #	%	LEAVING EDUCATION PROFESSION #	%	LEAVING TO RETURN TO SCHOOL #	%	LEAVING DUE TO TRANSFER OF SPOUSE #	%
5000 + STUDENTS	52	11.8%	86	19.5%	82	18.6%	9	2.0%	41	9.3%
2500-4999 STUDENTS	45	26.9%	31	18.6%	21	12.6%	6	3.6%	8	4.8%
1000-2499 STUDENTS	66	22.6%	54	18.5%	76	26.0%	13	4.5%	28	9.6%
500-999 STUDENTS	58	34.7%	32	19.2%	26	15.6%	7	4.2%	7	4.2%
1-499 STUDENTS	65	46.1%	22	15.6%	31	22.0%	2	1.4%	0	0.0%
STATEWIDE	286	23.7%	225	18.6%	236	19.5%	37	3.1%	84	6.9%

DISTRICTS WITH	LEAVING DUE TO RETIREMENT		DEATH		LEAVE OF ABSENCE		TRANSFERRED TO NON-CERTIFIED OR REDUCT. IN FORCE		TOTALS #	%
5000 + STUDENTS	91	20.6%	5	1.1%	64	14.5%	12	2.7%	442	100.0%
2500-4999 STUDENTS	34	20.4%	1	0.6%	20	12.0%	1	0.6%	167	100.0%
1000-2499 STUDENTS	36	12.3%	2	0.7%	16	5.5%	1	0.3%	292	100.0%
500-999 STUDENTS	21	12.6%	4	2.4%	5	3.0%	7	4.2%	167	100.0%
1-499 STUDENTS	12	8.5%	1	0.7%	5	3.5%	3	2.1%	141	100.0%
STATEWIDE	194	16.0%	13	1.1%	110	9.1%	24	2.0%	1,209	100.0%

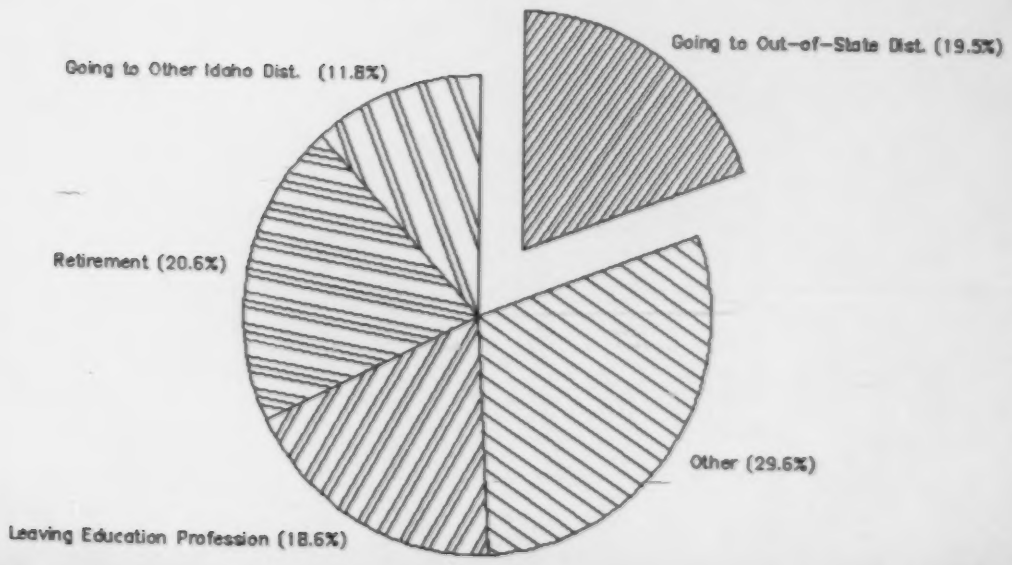
CERTIFIED STAFF TURNOVER

FOR TOTAL (115) IDAHO DISTRICTS



CERTIFIED STAFF TURNOVER

FOR DISTRICTS WITH 5000+ STUDENTS



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NONCERTIFIED

STAFF

TABLES

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ACTUAL AND F.T.E. TOTAL OF NONCERTIFIED EMPLOYEES,
AVERAGE ANNUAL SALARY,
AND AVERAGE HOURLY PAY RATE

*** STATEWIDE SUMMARY ***

ACTIVITY	EMPLOYEES			F.T.E. **		
	TOTAL (b)+(c) (a)	MEN (b)	WOMEN (c)	TOTAL (e)+(f) (d)	MEN (e)	WOMEN (f)
Professional Services	18	3	15	9.1	2.2	6.9
Nurse	10	0	10	3.7	0.0	3.7
Social Worker	1	0	1	0.6	0.0	0.6
Special Proj. Personnel	177	24	153	101.4	13.2	88.2
Clerk-Board of Trustees	90	6	84	52.1	2.1	50.0
Business Manager	30	17	13	22.5	13.2	9.3
Public Information	8	1	7	4.8	1.0	3.8
Office Clerical - Dist.	348	10	338	271.6	7.6	264.0
Office Clerical - Elem.	324	0	324	187.2	0.0	187.2
Office Clerical - Sec.	394	0	394	259.5	0.0	259.5
Teacher Aide	2,070	39	2,031	994.6	16.5	978.1
Library Aide	270	2	268	139.8	1.0	138.8
Technical Services	56	56	0	49.5	49.5	0.0
Maintenance Supervisor	90	90	0	80.0	80.0	0.0
Maintenance Worker	222	216	6	203.9	201.6	2.3
Janitor, Custodian	1,257	857	400	1,014.2	751.9	262.3
Transp. Supervisor	70	66	4	50.7	47.9	2.8
Vehicle Operator	1,231	497	734	368.7	149.4	219.3
Attendance Officer	13	5	8	6.7	2.5	4.2
Other	149	68	81	73.4	44.2	29.2
Food Service - Supv.	70	4	66	46.5	2.8	43.7
Food Service - Manager	253	1	252	134.7	0.9	133.8
Food Service - Cook	882	1	881	385.1	0.5	384.6
Food Service - Other	406	17	389	146.6	9.8	136.8
TOTALS	8,439	1,980	6,459	4,606.9	1,397.8	3,209.1

ACTIVITY	AVERAGE ANNUAL SALARY			AVERAGE HOURLY PAY RATE			TOTAL SALARIES
	TOTAL (m)/(a) (g)	MEN (h)	WOMEN (i)	TOTAL (j)	MEN (k)	WOMEN (l)	(m)
Professional Services	$14,378	$20,256	$13,203	$13.27	$11.97	$13.53	$258,806
Nurse	6,999	0	6,999	8.17	0.00	8.17	69,987
Social Worker	14,902	0	14,902	10.30	0.00	10.30	14,902
Special Proj. Personnel	9,461	13,311	8,857	7.35	9.76	6.97	1,674,535
Clerk-Board of Trustees	11,863	11,605	11,882	9.64	13.68	9.35	1,067,675
Business Manager	23,324	29,172	15,675	13.71	16.77	9.72	699,706
Public Information	11,287	25,002	9,328	8.14	12.00	7.59	90,297
Office Clerical - Dist.	12,844	12,595	12,851	7.47	7.23	7.48	4,469,643
Office Clerical - Elem.	8,889	0	8,889	6.65	0.00	6.65	2,879,900
Office Clerical - Sec.	10,281	0	10,281	6.83	0.00	6.83	4,050,738
Teacher Aide	5,893	5,779	5,895	5.42	6.39	5.40	12,197,958
Library Aide	6,863	7,790	6,856	5.89	6.25	5.88	1,853,108
Technical Services	16,487	16,487	0	9.07	9.07	0.00	923,267
Maintenance Supervisor	19,923	19,923	0	10.47	10.47	0.00	1,793,104
Maintenance Worker	16,119	16,433	4,799	8.21	8.30	4.95	3,578,424
Janitor, Custodian	11,273	12,329	9,009	6.45	6.60	6.12	14,169,717
Transp. Supervisor	16,783	16,935	14,282	10.46	10.54	9.03	1,174,807
Vehicle Operator	5,298	5,382	5,241	7.49	7.63	7.39	6,521,263
Attendance Officer	10,182	15,107	7,104	7.99	11.46	5.83	132,364
Other	9,099	12,984	5,839	7.54	8.64	6.61	1,355,817
Food Service - Supv.	12,981	14,340	12,899	8.63	9.85	8.56	908,670
Food Service - Manager	8,095	13,800	8,072	6.77	6.90	6.77	2,048,067
Food Service - Cook	5,747	4,763	5,749	5.68	4.40	5.69	5,069,217
Food Service - Other	4,781	7,519	4,661	5.38	5.89	5.36	1,941,110
TOTALS	$8,170	$11,679	$7,094	$6.55	$7.66	$6.21	$68,943,082

NOTE: Employees are counted once in each activity they perform. This gives an accurate picture of the actual number of employees performing in each job classification, but produces an inflated total of noncertified personnel.

** Full-Time Equivalency (F.T.E.) is calculated by multiplying the number of hours worked per week times the number of weeks worked per year and dividing by 2080, the number of working hours in a year.

ACTUAL AND F.T.E. TOTAL OF NONCERTIFIED EMPLOYEES,
AVERAGE ANNUAL SALARY,
AND AVERAGE HOURLY PAY RATE

SCHOOL DISTRICTS WITH MEMBERSHIP OF 5,000 OR MORE STUDENTS
(11 DISTRICTS)

ACTIVITY	EMPLOYEES			F.T.E. **		
	TOTAL (b)+(c) (a)	MEN (b)	WOMEN (c)	TOTAL (e)+(f) (d)	MEN (e)	WOMEN (f)
Professional Services	12	3	9	6.3	2.2	4.1
Nurse	1	0	1	0.3	0.0	0.3
Social Worker	1	0	1	0.6	0.0	0.6
Special Proj. Personnel	122	14	108	80.8	10.5	70.3
Clerk-Board of Trustees	9	1	8	6.6	1.0	5.6
Business Manager	7	5	2	5.6	4.9	0.7
Public Information	6	0	6	3.2	0.0	3.2
Office Clerical - Dist.	185	9	176	151.3	6.7	144.6
Office Clerical - Elem.	142	0	142	82.7	0.0	82.7
Office Clerical - Sec.	196	0	196	128.4	0.0	128.4
Teacher Aide	825	12	813	418.3	5.7	412.6
Library Aide	155	0	155	84.5	0.0	84.5
Technical Services	29	29	0	27.0	27.0	0.0
Maintenance Supervisor	17	17	0	16.7	16.7	0.0
Maintenance Worker	114	113	1	111.7	110.7	1.0
Janitor, Custodian	582	458	124	525.0	421.8	103.2
Transp. Supervisor	8	5	3	7.4	4.8	2.6
Vehicle Operator	423	157	266	168.2	62.8	105.4
Attendance Officer	4	2	2	2.1	1.3	0.8
Other	74	41	33	46.3	34.9	11.4
Food Service - Supv.	12	2	10	9.7	1.8	7.9
Food Service - Manager	135	1	134	73.0	0.9	72.1
Food Service - Cook	264	1	263	122.3	0.5	121.8
Food Service - Other	297	12	285	115.2	7.7	107.5
TOTALS	3,620	882	2,738	2,193.2	721.9	1,471.3

ACTIVITY	AVERAGE ANNUAL SALARY			AVERAGE HOURLY PAY RATE			TOTAL SALARIES
	TOTAL (m)/(a) (g)	MEN (h)	WOMEN (i)	TOTAL (j)	MEN (k)	WOMEN (l)	(m)
Professional Services	$14,999	$20,256	$13,246	$13.28	$11.97	$13.72	$179,984
Nurse	6,399	0	6,399	9.40	0.00	9.40	6,399
Social Worker	14,902	0	14,902	10.30	0.00	10.30	14,902
Special Proj. Personnel	10,733	18,047	9,785	7.11	10.45	6.68	1,309,454
Clerk-Board of Trustees	20,258	34,986	18,417	11.63	16.80	10.99	182,323
Business Manager	29,059	38,783	4,749	15.04	18.80	5.65	203,411
Public Information	9,950	0	9,950	8.15	0.00	8.15	59,701
Office Clerical - Dist.	13,275	10,804	13,401	7.36	6.41	7.41	2,455,795
Office Clerical - Elem.	9,080	0	9,080	6.73	0.00	6.73	1,289,416
Office Clerical - Sec.	10,133	0	10,133	6.71	0.00	6.71	1,986,093
Teacher Aide	5,978	5,774	5,981	5.23	5.53	5.23	4,931,611
Library Aide	7,189	0	7,189	5.89	0.00	5.89	1,114,290
Technical Services	16,752	16,752	0	8.67	8.67	0.00	485,819
Maintenance Supervisor	26,793	26,793	0	12.97	12.97	0.00	455,473
Maintenance Worker	17,104	17,138	13,270	8.28	8.29	6.30	1,949,880
Janitor, Custodian	11,962	12,225	10,994	6.19	6.21	6.13	6,962,171
Transp. Supervisor	20,213	21,837	17,507	10.23	10.74	9.37	161,707
Vehicle Operator	6,162	6,293	6,085	6.53	6.64	6.46	2,606,618
Attendance Officer	15,209	23,092	7,327	10.45	14.65	6.25	60,837
Other	11,697	16,995	5,115	7.54	9.00	5.72	865,572
Food Service - Supv.	20,386	18,239	20,815	11.29	9.70	11.61	244,627
Food Service - Manager	8,458	13,800	8,419	6.97	6.90	6.97	1,141,882
Food Service - Cook	5,988	4,763	5,993	5.66	4.40	5.66	1,580,867
Food Service - Other	5,181	8,100	5,058	5.49	5.82	5.48	1,538,793
TOTALS	$8,781	$12,674	$7,527	$6.31	$7.10	$6.05	$31,787,625

NOTE: Employees are counted once in each activity they perform. This gives an accurate picture of the actual number of employees performing in each job classification, but produces an inflated total of noncertified personnel.

** Full-Time Equivalency (F.T.E.) is calculated by multiplying the number of hours worked per week times the number of weeks worked per year and dividing by 2080, the number of working hours in a year.

ACTUAL AND F.T.E. TOTAL OF NONCERTIFIED EMPLOYEES,
AVERAGE ANNUAL SALARY,
AND AVERAGE HOURLY PAY RATE

SCHOOL DISTRICTS WITH MEMBERSHIP OF 2,500 - 4,999 STUDENTS
(10 DISTRICTS)

ACTIVITY	EMPLOYEES			F.T.E. **		
	TOTAL (b)+(c) (a)	MEN (b)	WOMEN (c)	TOTAL (e)+(f) (d)	MEN (e)	WOMEN (f)
Professional Services	4	0	4	2.5	0.0	2.5
Nurse	3	0	3	1.8	0.0	1.8
Social Worker	0	0	0	0.0	0.0	0.0
Special Proj. Personnel	16	2	14	9.8	1.9	7.9
Clerk-Board of Trustees	4	1	3	1.9	0.0	1.9
Business Manager	5	4	1	4.7	3.7	1.0
Public Information	2	1	1	1.6	1.0	0.6
Office Clerical - Dist.	44	0	44	37.0	0.0	37.0
Office Clerical - Elem.	65	0	65	36.0	0.0	36.0
Office Clerical - Sec.	61	0	61	41.0	0.0	41.0
Teacher Aide	397	13	384	183.5	6.0	177.5
Library Aide	32	0	32	14.9	0.0	14.9
Technical Services	6	6	0	6.0	6.0	0.0
Maintenance Supervisor	11	11	0	10.6	10.6	0.0
Maintenance Worker	45	45	0	43.7	43.7	0.0
Janitor, Custodian	180	116	64	151.0	103.0	48.0
Transp. Supervisor	10	9	1	7.5	7.3	0.2
Vehicle Operator	146	58	88	39.1	16.1	23.0
Attendance Officer	3	0	3	1.9	0.0	1.9
Other	15	2	13	8.1	1.6	6.5
Food Service - Supv.	6	0	6	4.6	0.0	4.6
Food Service - Manager	33	0	33	18.0	0.0	18.0
Food Service - Cook	218	0	218	87.1	0.0	87.1
Food Service - Other	25	3	22	8.7	1.1	7.6
TOTALS	1,331	271	1,060	721.0	202.0	519.0

ACTIVITY	AVERAGE ANNUAL SALARY			AVERAGE HOURLY PAY RATE			TOTAL SALARIES
	TOTAL (m)/(a) (g)	MEN (h)	WOMEN (i)	TOTAL (j)	MEN (k)	WOMEN (l)	(m)
Professional Services	$17,082	$0	$17,082	$13.13	$0.00	$13.13	$68,326
Nurse	9,951	0	9,951	7.43	0.00	7.43	29,853
Social Worker	0	0	0	0.00	0.00	0.00	0
Special Proj. Personnel	9,069	17,100	7,922	6.56	8.50	6.29	145,103
Clerk-Board of Trustees	12,844	1,200	16,726	11.68	11.50	11.73	51,377
Business Manager	39,381	39,040	40,747	19.72	19.78	19.50	196,905
Public Information	15,298	25,002	5,594	8.10	12.00	4.20	30,596
Office Clerical - Dist.	14,367	0	14,367	7.80	0.00	7.80	632,130
Office Clerical - Elem.	8,757	0	8,757	6.71	0.00	6.71	569,186
Office Clerical - Sec.	11,115	0	11,115	7.39	0.00	7.39	677,993
Teacher Aide	5,689	6,260	5,669	5.38	5.85	5.36	2,258,419
Library Aide	6,167	0	6,167	5.88	0.00	5.88	197,359
Technical Services	20,595	20,595	0	9.87	9.87	0.00	123,572
Maintenance Supervisor	22,938	22,938	0	11.29	11.29	0.00	252,313
Maintenance Worker	18,630	18,630	0	9.08	9.08	0.00	838,348
Janitor, Custodian	12,850	13,595	11,500	7.09	7.18	6.93	2,313,000
Transp. Supervisor	19,402	21,046	4,608	12.00	12.44	8.00	194,022
Vehicle Operator	5,143	5,365	4,996	7.80	7.77	7.83	750,812
Attendance Officer	8,061	0	8,061	5.83	0.00	5.83	24,184
Other	9,184	18,354	7,774	7.32	9.90	6.92	137,766
Food Service - Supv.	13,758	0	13,758	7.97	0.00	7.97	82,550
Food Service - Manager	8,658	0	8,658	7.04	0.00	7.04	285,712
Food Service - Cook	5,559	0	5,559	5.85	0.00	5.85	1,211,920
Food Service - Other	4,748	5,155	4,692	5.75	6.10	5.70	118,689
TOTALS	$8,407	$13,439	$7,121	$6.65	$8.19	$6.25	$11,190,135

NOTE: Employees are counted once in each activity they perform. This gives an accurate picture of the actual number of employees performing in each job classification, but produces an inflated total of noncertified personnel.

** Full-Time Equivalency (F.T.E.) is calculated by multiplying the number of hours worked per week times the number of weeks worked per year and dividing by 2080, the number of working hours in a year.

ACTUAL AND F.T.E. TOTAL OF NONCERTIFIED EMPLOYEES,
AVERAGE ANNUAL SALARY,
AND AVERAGE HOURLY PAY RATE

SCHOOL DISTRICTS WITH MEMBERSHIP OF 1,000 - 2,499 STUDENTS
(28 DISTRICTS)

ACTIVITY	EMPLOYEES			F.T.E. **		
	TOTAL (b)+(c) (a)	MEN (b)	WOMEN (c)	TOTAL (e)+(f) (d)	MEN (e)	WOMEN (f)
Professional Services	1	0	1	0.1	0.0	0.1
Nurse	3	0	3	0.7	0.0	0.7
Social Worker	0	0	0	0.0	0.0	0.0
Special Proj. Personnel	15	3	12	5.2	0.8	4.4
Clerk-Board of Trustees	13	0	13	11.4	0.0	11.4
Business Manager	9	5	4	6.6	2.8	3.8
Public Information	0	0	0	0.0	0.0	0.0
Office Clerical - Dist.	60	1	59	47.2	0.9	46.3
Office Clerical - Elem.	69	0	69	42.7	0.0	42.7
Office Clerical - Sec.	86	0	86	57.6	0.0	57.6
Teacher Aide	457	4	453	225.2	1.6	223.6
Library Aide	50	1	49	24.8	0.3	24.5
Technical Services	13	13	0	11.8	11.8	0.0
Maintenance Supervisor	29	29	0	27.0	27.0	0.0
Maintenance Worker	42	39	3	34.7	34.0	0.7
Janitor, Custodian	273	163	110	200.3	137.6	62.7
Transp. Supervisor	24	24	0	19.0	19.0	0.0
Vehicle Operator	382	161	221	91.8	39.2	52.6
Attendance Officer	4	1	3	2.1	0.6	1.5
Other	44	15	29	16.6	7.0	9.6
Food Service - Supv.	25	2	23	17.4	1.0	16.4
Food Service - Manager	49	0	49	25.6	0.0	25.6
Food Service - Cook	242	0	242	106.6	0.0	106.6
Food Service - Other	32	2	30	9.4	1.0	8.4
TOTALS	1,922	463	1,459	983.8	284.6	699.2

ACTIVITY	AVERAGE ANNUAL SALARY			AVERAGE HOURLY PAY RATE			TOTAL SALARIES
	TOTAL (m)/(a) (g)	MEN (h)	WOMEN (i)	TOTAL (j)	MEN (k)	WOMEN (l)	(m)
Professional Services	$3,584	$0	$3,584	$15.00	$0.00	$15.00	$3,584
Nurse	5,753	0	5,753	9.63	0.00	9.63	17,258
Social Worker	0	0	0	0.00	0.00	0.00	0
Special Proj. Personnel	8,257	8,831	8,113	10.89	10.33	11.03	123,853
Clerk-Board of Trustees	19,602	0	19,602	10.18	0.00	10.18	254,828
Business Manager	19,310	18,686	20,091	12.94	15.18	10.15	173,794
Public Information	0	0	0	0.00	0.00	0.00	0
Office Clerical - Dist.	13,091	28,714	12,827	7.78	14.60	7.66	785,486
Office Clerical - Elem.	9,482	0	9,482	6.76	0.00	6.76	654,271
Office Clerical - Sec.	10,217	0	10,217	6.76	0.00	6.76	878,692
Teacher Aide	6,286	4,902	6,298	5.61	5.40	5.61	2,872,600
Library Aide	6,473	3,420	6,535	5.78	4.50	5.81	323,656
Technical Services	17,496	17,496	0	9.34	9.34	0.00	227,445
Maintenance Supervisor	19,580	19,580	0	9.94	9.94	0.00	567,817
Maintenance Worker	13,590	14,360	3,578	7.65	7.81	5.47	570,773
Janitor, Custodian	10,487	12,469	7,549	6.55	7.00	5.89	2,862,876
Transp. Supervisor	17,920	17,920	0	10.43	10.43	0.00	430,079
Vehicle Operator	4,644	4,785	4,541	7.92	8.20	7.71	1,773,927
Attendance Officer	8,138	14,560	5,997	6.75	10.40	5.53	32,550
Other	6,882	8,444	6,074	7.57	7.47	7.62	302,811
Food Service - Supv.	13,630	10,442	13,907	8.97	10.00	8.88	340,739
Food Service - Manager	7,515	0	7,515	6.47	0.00	6.47	368,239
Food Service - Cook	5,626	0	5,626	5.56	0.00	5.56	1,361,436
Food Service - Other	3,612	7,575	3,348	4.86	6.05	4.78	115,574
TOTALS	$7,826	$10,663	$6,926	$6.77	$8.05	$6.37	$15,042,288

NOTE: Employees are counted once in each activity they perform. This gives an accurate picture of the actual number of employees performing in each job classification, but produces an inflated total of noncertified personnel.

** Full-Time Equivalency (F.T.E.) is calculated by multiplying the number of hours worked per week times the number of weeks worked per year and dividing by 2080, the number of working hours in a year.

ACTUAL AND F.T.E. TOTAL OF NONCERTIFIED EMPLOYEES,
AVERAGE ANNUAL SALARY,
AND AVERAGE HOURLY PAY RATE

SCHOOL DISTRICTS WITH MEMBERSHIP OF 500 - 999 STUDENTS
(24 DISTRICTS)

ACTIVITY	EMPLOYEES			F.T.E. **		
	TOTAL (b)+(c) (a)	MEN (b)	WOMEN (c)	TOTAL (e)+(f) (d)	MEN (e)	WOMEN (f)
Professional Services	0	0	0	0.0	0.0	0.0
Nurse	3	0	3	0.9	0.0	0.9
Social Worker	0	0	0	0.0	0.0	0.0
Special Proj. Personnel	12	3	9	1.9	0.0	1.9
Clerk-Board of Trustees	26	2	24	12.0	0.8	11.2
Business Manager	3	3	0	1.8	1.8	0.0
Public Information	0	0	0	0.0	0.0	0.0
Office Clerical - Dist.	24	0	24	15.7	0.0	15.7
Office Clerical - Elem.	30	0	30	17.1	0.0	17.1
Office Clerical - Sec.	36	0	36	23.3	0.0	23.3
Teacher Aide	262	5	257	106.4	1.3	105.1
Library Aide	18	1	17	10.0	0.7	9.3
Technical Services	6	6	0	3.9	3.9	0.0
Maintenance Supervisor	23	23	0	18.0	18.0	0.0
Maintenance Worker	11	11	0	8.6	8.6	0.0
Janitor, Custodian	129	66	63	81.2	49.9	31.3
Transp. Supervisor	15	15	0	12.0	12.0	0.0
Vehicle Operator	171	63	108	43.7	16.8	26.9
Attendance Officer	2	2	0	0.6	0.6	0.0
Other	12	8	4	1.8	0.6	1.2
Food Service - Supv.	14	0	14	7.6	0.0	7.6
Food Service - Manager	21	0	21	10.5	0.0	10.5
Food Service - Cook	103	0	103	44.0	0.0	44.0
Food Service - Other	27	0	27	6.3	0.0	6.3
TOTALS	948	208	740	427.3	115.0	312.3

ACTIVITY	AVERAGE ANNUAL SALARY			AVERAGE HOURLY PAY RATE			TOTAL SALARIES
	TOTAL (m)/(a) (g)	MEN (h)	WOMEN (i)	TOTAL (j)	MEN (k)	WOMEN (l)	(m)
Professional Services	$0	$0	$0	$0.00	$0.00	$0.00	$0
Nurse	5,492	0	5,492	7.03	0.00	7.03	16,477
Social Worker	0	0	0	0.00	0.00	0.00	0
Special Proj. Personnel	3,012	1,222	3,609	7.12	8.00	6.82	36,146
Clerk-Board of Trustees	9,590	12,358	9,359	10.32	13.75	10.03	249,333
Business Manager	17,476	17,476	0	12.03	12.03	0.00	52,429
Public Information	0	0	0	0.00	0.00	0.00	0
Office Clerical - Dist.	11,448	0	11,448	7.99	0.00	7.99	274,752
Office Clerical - Elem.	8,275	0	8,275	6.30	0.00	6.30	248,235
Office Clerical - Sec.	10,243	0	10,243	6.83	0.00	6.83	368,738
Teacher Aide	5,232	3,954	5,257	5.59	6.76	5.57	1,370,812
Library Aide	7,833	12,160	7,579	6.16	8.00	6.05	140,997
Technical Services	11,670	11,670	0	9.88	9.88	0.00	70,017
Maintenance Supervisor	15,831	15,831	0	9.34	9.34	0.00	364,108
Maintenance Worker	12,337	12,337	0	7.12	7.12	0.00	135,709
Janitor, Custodian	9,132	11,399	6,757	6.45	7.03	5.84	1,178,031
Transp. Supervisor	18,610	18,610	0	10.68	10.68	0.00	279,147
Vehicle Operator	5,009	5,007	5,010	8.01	7.73	8.18	856,496
Attendance Officer	7,397	7,397	0	8.80	8.80	0.00	14,793
Other	3,070	2,517	4,176	7.48	8.60	5.25	36,838
Food Service - Supv.	9,265	0	9,265	7.52	0.00	7.52	129,703
Food Service - Manager	6,820	0	6,820	6.00	0.00	6.00	143,218
Food Service - Cook	5,769	0	5,769	5.79	0.00	5.79	594,193
Food Service - Other	3,005	0	3,005	4.91	0.00	4.91	81,128
TOTALS	$7,006	$9,925	$6,185	$6.75	$8.07	$6.37	$6,641,300

NOTE: Employees are counted once in each activity they perform. This gives an accurate picture of the actual number of employees performing in each job classification, but produces an inflated total of noncertified personnel.

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ACTUAL AND F.T.E. TOTAL OF NONCERTIFIED EMPLOYEES,
AVERAGE ANNUAL SALARY,
AND AVERAGE HOURLY PAY RATE

SCHOOL DISTRICTS WITH MEMBERSHIP OF 1 - 499 STUDENTS
(42 DISTRICTS)

ACTIVITY	EMPLOYEES			F.T.E. **		
	TOTAL (b)+(c) (a)	MEN (b)	WOMEN (c)	TOTAL (e)+(f) (d)	MEN (e)	WOMEN (f)
Professional Services	1	0	1	0.2	0.0	0.2
Nurse	0	0	0	0.0	0.0	0.0
Social Worker	0	0	0	0.0	0.0	0.0
Special Proj. Personnel	12	2	10	3.7	0.0	3.7
Clerk-Board of Trustees	38	2	36	20.2	0.3	19.9
Business Manager	6	0	6	3.8	0.0	3.8
Public Information	0	0	0	0.0	0.0	0.0
Office Clerical - Dist.	35	0	35	20.4	0.0	20.4
Office Clerical - Elem.	18	0	18	8.7	0.0	8.7
Office Clerical - Sec.	15	0	15	9.2	0.0	9.2
Teacher Aide	129	5	124	61.2	1.9	59.3
Library Aide	15	0	15	5.6	0.0	5.6
Technical Services	2	2	0	0.8	0.8	0.0
Maintenance Supervisor	10	10	0	7.7	7.7	0.0
Maintenance Worker	10	8	2	5.2	4.6	0.6
Janitor, Custodian	93	54	39	56.7	39.6	17.1
Transp. Supervisor	13	13	0	4.8	4.8	0.0
Vehicle Operator	109	58	51	25.9	14.5	11.4
Attendance Officer	0	0	0	0.0	0.0	0.0
Other	4	2	2	0.6	0.1	0.5
Food Service - Supv.	13	0	13	7.2	0.0	7.2
Food Service - Manager	15	0	15	7.6	0.0	7.6
Food Service - Cook	55	0	55	25.1	0.0	25.1
Food Service - Other	25	0	25	7.0	0.0	7.0
TOTALS	618	156	462	281.6	74.3	207.3

ACTIVITY	AVERAGE ANNUAL SALARY			AVERAGE HOURLY PAY RATE			TOTAL SALARIES
	TOTAL (m)/(a) (g)	MEN (h)	WOMEN (i)	TOTAL (j)	MEN (k)	WOMEN (l)	(m)
Professional Services	$6,912	$0	$6,912	$12.00	$0.00	$12.00	$6,912
Nurse	0	0	0	0.00	0.00	0.00	0
Social Worker	0	0	0	0.00	0.00	0.00	0
Special Proj. Personnel	4,998	1,222	5,754	6.63	8.00	6.35	59,979
Clerk-Board of Trustees	8,679	4,363	8,919	8.30	13.15	8.03	329,814
Business Manager	12,195	0	12,195	9.15	0.00	9.15	73,167
Public Information	0	0	0	0.00	0.00	0.00	0
Office Clerical - Dist.	9,185	0	9,185	6.77	0.00	6.77	321,480
Office Clerical - Elem.	6,600	0	6,600	6.03	0.00	6.03	118,792
Office Clerical - Sec.	9,281	0	9,281	6.54	0.00	6.54	139,222
Teacher Aide	5,926	7,071	5,880	5.64	10.30	5.45	764,516
Library Aide	5,120	0	5,120	5.91	0.00	5.91	76,806
Technical Services	8,207	8,207	0	8.30	8.30	0.00	16,414
Maintenance Supervisor	15,339	15,339	0	9.41	9.41	0.00	153,393
Maintenance Worker	8,371	9,866	2,394	7.18	8.10	3.50	83,714
Janitor, Custodian	9,179	11,210	6,367	6.47	6.89	5.87	853,639
Transp. Supervisor	8,450	8,450	0	9.20	9.20	0.00	109,852
Vehicle Operator	4,894	4,996	4,780	8.48	8.50	8.45	533,410
Attendance Officer	0	0	0	0.00	0.00	0.00	0
Other	3,208	1,301	5,115	8.13	8.95	7.30	12,830
Food Service - Supv.	8,542	0	8,542	7.03	0.00	7.03	111,051
Food Service - Manager	7,268	0	7,268	6.35	0.00	6.35	109,016
Food Service - Cook	5,833	0	5,833	5.51	0.00	5.51	320,801
Food Service - Other	3,477	0	3,477	4.82	0.00	4.82	86,926
TOTALS	$6,928	$8,351	$6,448	$6.78	$8.15	$6.32	$4,281,734

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Inquiries regarding compliance with this nondiscriminatory policy may be directed to Jerry L. Evans, State Superintendent of Public Instruction, Len B. Jordan Office Building, Boise, Idaho 83720, (208) 334-3300, or to the Director of Office of Civil Rights, Department of Education, Washington, D.C.